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# ESG

## Sustainability Report

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# Introduction

Coretronic Corporation (hereinafter referred to as “Coretronic” or “the Company”) has published its Corporate Social Responsibility Report annually since 2008. In 2020, the report was officially renamed as the Sustainability Report. This is Coretronic’s 17th report, presenting the Company’s sustainability strategies, goals, and performance across the three ESG pillars—E (Environmental), S (Social/Human Rights), and G (Governance). Through this report, Coretronic aims to demonstrate its comprehensive sustainability achievements and commitment to becoming a sustainable enterprise to all stakeholders.

## Report Structure and Scope <sup>2-2</sup>

- This report is structured into seven chapters: “Sustainable Operations”, “Sustainable Development”, “Corporate Governance”, “Eco-Friendly Environment”, “Sustainable Supply Chain”, “Friendly Workplace”, and “Social Engagement”. These chapters disclose Coretronic’s management approaches and performance on material topics of concern to its stakeholders.
- This report discloses information on entities (non-holding and venture capital companies) that engage in substantial production, in which Coretronic holds more than 50% equity, and that have significant economic/governance, environmental, and social/human rights impacts, and upstream/downstream relationships where Coretronic can exercise operational control. These include Coretronic’s Taiwan plants (Headquarters, Chunan Plant, Tainan Plant 1, Tainan Plant 2), Coretronic’s China plants (Kunshan plants: Coretronic Projection (Kunshan), Coretronic Optics (Kunshan); Wujiang plants: Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou)), and subsidiaries in Taiwan (Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics).
- Coretronic Display (Suzhou) was officially merged into Coretronic Optics (Suzhou) in June 2024; therefore, its sustainability strategies and performance are disclosed together under Coretronic Optics (Suzhou) in this report.
- Key subsidiary and Coretronic’s own brand, Optoma Holding Limited, has published its own annual sustainability reports since 2024. Reports can be found at: <https://region-resource.optoma.com/static-resource/A103026/corporate/pdf/2024%20Optoma%20Sustainability%20Report.pdf>.
- Key subsidiary, Young Optics Inc., has published its own annual sustainability reports since 2014. Reports can be found at: <https://www.youngoptics.com/en/relationship-44-60-page93>.
- The parent company and subsidiaries covered in the 2024 Sustainability Report together represent approximately 96% of the consolidated revenue in 2024.
- The main focus of this report is the sustainability performance of Coretronic’s operations in Taiwan and China plants. Subsidiary sustainability performance is summarized in Chapter 8—“Sustainability Performance of Subsidiaries”. Subsidiaries not included within the scope of disclosure (please refer to Coretronic’s [2024 Consolidated Business Report of Affiliates](#)) are excluded because their daily operations do not have a significant impact on Coretronic’s economic, environmental and social (including human rights) aspects.
- The scope of SASB indicators disclosed in this report covers Coretronic’s Taiwan plants (Headquarters, Chunan Plant, Tainan Plant 1, Tainan Plant 2), Coretronic’s China plants (Kunshan plants: Coretronic Projection (Kunshan), Coretronic Optics (Kunshan); Wujiang plants: Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou)).

## Report Preparation Principles

The content and structure of this report follow the Global Reporting Initiative (GRI) Standards 2021 and incorporate sustainability indicators from the Sustainability Accounting Standards Board (SASB). A GRI and SASB Content Index are provided at the end of the report. Financial figures in the report are presented in New Taiwan Dollars (NTD), with some figures originally in Renminbi (RMB) converted to NTD using the internal exchange rate as of December 31, 2024.

## Reporting Period <sup>2-3</sup>

Coretronic publishes its sustainability report annually in both Chinese and English, and makes it available on the Coretronic official website, the TWSE Market Observation Post System (MOPS), the ESG E-Newsletter, and the Coretronic Facebook fan page.

- Reporting period of current report: January 1 to December 31, 2024
- Publication date of previous report: July 2024
- Publication date of current report: July 2025
- Scheduled publication date of next report: July 2026

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[TCFD Report](#) [Annual Report](#) [Financial Report](#) [ESG E-Newsletter](#) [Facebook Fan Page](#) [Youtube](#)

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## Report Management Process <sup>2-5</sup>

This report is prepared in accordance with the “Sustainability Report Preparation and Verification Procedures” approved by the Board of Directors and is integrated into the Company’s internal control processes. The content is drafted by various departments, with the ESG Team responsible for data verification, content planning, editing, and compilation. The compiled report is then reviewed by the ESG Committee and verified by an external third party. Finally, it is submitted to the Board of Directors for approval before being finalized and publicly disclosed.

## International Financial Reporting Standards—IFRS S1 and S2

To ensure the successful adoption of the IFRS Sustainability Disclosure Standards and to comply with regulatory requirements while enhancing the Company’s information transparency, the Company is aligning with the “Taiwan’s Roadmap to Align with IFRS Sustainability Disclosure Standards” released by the Financial Supervisory Commission (FSC) on August 17, 2023. As the Company’s paid-in capital is NT\$3.9 billion, below the NT\$5 billion threshold, the IFRS Sustainability Disclosure Standards will first apply starting January 1, 2028 (implying that, in 2029, the relevant sustainability information will be disclosed in the sustainability section of the 2028 Annual Report following the IFRS Sustainability Disclosure Standards.) The Company will follow the guidance and related regulations issued by the competent authority. In Q4 2026, a cross-departmental “IFRS Sustainability Disclosure Standards Project Team” will be established with authorization from the Board of Directors. The team will be led by the Chief Financial Officer (CFO) and consist of members with expertise in sustainability, finance and accounting, risk management, legal affairs, and internal audit. The team will identify major differences and impacts between existing sustainability information and IFRS standards, verify consistency between reporting entities and consolidated financial statements, and draft an implementation plan. The CFO will report the execution status of these tasks to the Board of Directors in Q4 2026. Going forward, the CFO will provide quarterly updates to the Board regarding the implementation plan and its progress. The Company aims to complete the submission of the dedicated sustainability section of the Annual Report in Q1 2029.



- ▶ 2 Sustainability Report Editorial Meetings were held.
- ▶ Drafts were prepared by each department, with department supervisors verifying data completeness and accuracy.



- ▶ Coordinated by the ESG Team, which managed content planning, editing, and integration.



- ▶ Internal Audit: ESG Team and ESG Committee
  - ESG Team: Verified accuracy of data and information
  - ESG Committee: Reviewed goals and performance of material topics
  - The Board of Directors has approved the “Sustainability Report Preparation and Verification Procedures” and the audit unit regularly reviews the implementation and compliance
- ▶ External Assurance: Conducted by Independent Third Parties
  - Sustainability Information: Assured by SGS Taiwan Ltd. with AA1000AS Type 2 High Level Assurance v3, covering both GRI and SASB frameworks
  - Financial Data: Based on the financial statements certified by Ernst & Young
  - Greenhouse Gas Data: Verified in accordance with ISO 14064 by SGS Taiwan Ltd.
  - Product Carbon Footprint Data: Three of the Company’s laser projector models have received B2B verification of ISO 14067 by TÜV Rheinland Taiwan Ltd., and two of the Company’s LCD monitor models have received B2B verification of ISO 14067 by SGS-CSTC Standards Technical Services Co., Ltd.
  - Other Sustainability-Related Management Systems: Certifications for ISO 9001, ISO 14001, ISO 27001, ISO 50001, ISO 45001, CNS 45001, ISO 13485, IATF 16949, and IEQC QC080000 were verified by SGS Taiwan Ltd., SGS-CSTC Standards Technical Services Co., Ltd., and Intertek Testing Services Ltd., Shanghai.



- ▶ The report was submitted to the ESG Committee’s executive representative and finalized after review by the Board of Directors. It was officially approved by resolution on July 28, 2025.



## Letter from the Chairman <sup>2-22</sup>

In 2024, the global political and economic landscape remained turbulent, with rising geopolitical risks, sluggish momentum in the global economic recovery, and a combination of external factors including inflation and rising interest rates. The world economy entered a phase of “low growth and high uncertainty”. In the face of these challenges, Coretronic continued to uphold its core values of “Innovation, Professionalism, and Sustainability”, steadily advancing flexible and forward-looking operational and transformation strategies to respond to the volatile environment and the long-term trend of green transformation. Coretronic sincerely thanks all stakeholders for their unwavering support and encouragement, which has empowered us to demonstrate outstanding innovation capabilities amid multiple challenges. As a result, the Company was honored to be named one of “Clarivate’s Top 100 Global Innovators™” for the second consecutive year. With a more proactive and positive attitude, Coretronic will continue to harness its boundless creativity, maintain robust operational resilience, and join hands with all stakeholders in building a sustainable future.

### Towards a Net-Zero Future: A Comprehensive Transformation from Carbon Reduction to Product Sustainability

Coretronic is actively advancing climate governance and implementing climate adaptation actions. In alignment with the SBT 1.5° C scenario, the Company has set carbon reduction targets: “Reduce absolute scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute scope 3 GHG emissions 30% within the same timeframe.” These targets were officially approved by the SBTi in 2024. In the same year, the Company’s Scope 1 and 2 emissions had already decreased by 51% compared to 2021, surpassing the anticipated net-zero trajectory and steadily progressing toward its 2050 net-zero targets. Coretronic has also published the TCFD (Task Force on Climate-related Financial Disclosures) report for two consecutive years and has responded to the CDP questionnaire for six consecutive years. In 2024, the Company was recognized with “A List” leadership level ratings for both “Climate Change” and “Water Security” for the first time. Furthermore, the Company has responded to the RE100 initiative, pledging to achieve 100% renewable energy use by 2040. As of 2024, the Company has installed 8 self-use solar power generation systems and procured renewable energy through green power wheeling and renewable energy certificates, achieving a 15% renewable energy usage rate. In terms of product sustainability transformation and development, the Company has embedded low-carbon principles into its product development technologies and manufacturing processes. The Company has established clear strategies and quantitative targets for each stage of the product life cycle and conducting both self-assessment and ISO 14067 product carbon footprint inventories. The Company has also built a product carbon footprint platform to analyze emission structures, optimize product design, enhance energy efficiency, and increase the use of low-carbon materials, strengthening the sustainability competitiveness of its products. Coretronic is committed to developing low-carbon innovative products that deliver both economic value and environmental benefits.

### Creating a Happy Enterprise: From Employee Care to Social Impact

Employees are the core driving force behind the Company’s sustainable operations. To this end, the Company implements annual salary adjustments, human rights management, training programs, DEI awareness promotion, the “Wisdom Generation” friendly workplace initiative, and a variety of sports and team-building activities to help employees achieve work-life balance and enhance their well-being, fulfilling the responsibility as a health- and sports-oriented enterprise. Through diverse communication channels, Coretronic actively listens to the voices and suggestions of employees across all age groups, fostering greater cohesion and employee engagement. The Company also invests in youth empowerment by offering skill-specific training aligned with each employee’s functional needs to enhance their professional competencies. In addition, the Company collaborates with social enterprises, local universities, and non-profit organizations to launch six major social impact programs: “Light Pioneer”, “Elderly Smile”, “Love Followers”, “Dream Walkers”, “Light Wishes for the Rurals”, and “Farm the Hopes”. Leveraging the Company’s core expertise, Coretronic aims to address pressing societal challenges. To bridge the urban-rural digital divide, the Company continues organizing “Future Light Camp 2.0”, a 6-day coding workshop for 4th to 6th grade students in remote and non-urban areas of Miaoli County. The program enables students to complete the content of junior high school programming courses ahead of schedule and develop two game programs collaboratively with their teammates. In response to the growing need for elderly care, the Company launched three key initiatives under the “Elderly Smile” program: “Warm Delivery”, “Warm Telehealth”, and “Warm Restaurant”. Partnering with multiple social enterprises and NPOs, Coretronic actively addresses the issue of solitary seniors by using technology to reduce the gap between rural areas and medical resources, while supplementing the manpower and resource gaps faced by welfare institutions, offering comprehensive support for the physical and mental well-being of the elderly living alone.

### Enhancing Corporate Governance and Strengthening the Link Between Sustainability and Operations

Coretronic has ranked in the top 5% of “TPEX-listed companies” in the Corporate Governance Evaluation for 10 consecutive years and has been among the top 10% “TWSE/TPEX-listed electronics companies with market capitalization over NT\$10 billion” five times. Additionally, the Company was honored with the “TPEX Governance Leadership Award”, demonstrating high recognition of the internal governance mechanisms. To further strengthen the integration of sustainability into business operations, the Company officially included sustainability performance as one of the key performance indicators (KPIs) for senior management in 2024. KPI scores for senior executives are now calculated based on sustainability indicators in the areas of governance, environmental, and society. The results of ESG performance-linked compensation for senior management are expected to be released in 2025. The ESG Committee, with the Chairman serving as the Committee Chair, regularly reports to the Board of Directors on the implementation of sustainability initiatives and greenhouse gas inventory. The committee also submits annual material topics and the sustainability report to the Board for review and approval, further deepening the Board’s role and responsibility in sustainability governance.

Coretronic remains committed to driving transformation and innovation by deepening the Company’s expertise in key components and cutting-edge technologies. The Company actively integrates advanced AI and intelligent technologies to strengthen the connection between smart applications and scenarios, continuously delivering more impressive visual experiences for users and enhancing the Company’s sustainable competitiveness. In response to climate change, the Company is proactively embedding low-carbon principles into its product development processes to reduce environmental impact and meet customer demands. Coretronic will continue supporting global sustainability initiatives and work closely with stakeholders to achieve the United Nations Sustainable Development Goals (SDGs), creating a positive impact and shaping a sustainable future together. Leading Sustainability, Shaping the Future!

Wade Chang,  
Chairman and the Chair of ESG Committee, Coretronic Corporation



# ESG Performance Highlights

## E Environmental

### SBTi targets approved

"Reduce absolute scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute scope 3 GHG emissions 30% within the same timeframe."

### 100% ISO 14064-1 certified

All entities covered in this report verified

### 51%

Absolute GHG (Scope 1 & 2) reduction rate compared to 2021 (baseline year)

### 15%

Renewable energy usage rate

### CDP A list

Recognized for "Climate Change" and "Water Security"

### 100% achievement of short-term environmental targets

GHG absolute emissions, electricity intensity, waste generation intensity, and water consumption

## S Social

### NT\$18.12 million

Total amount invested in social engagement and charity, accounting for 2.2% of the Company's annual profit

### 7,917 hours

Volunteer hours invested in social engagement and charity projects

### 60,161 participations

Beneficiaries impacted by the Company's social engagement initiatives

### 89%

New hire retention rate in Taiwan plants

### 3%~5%

Average annual salary adjustment range

### 57 positions

Internship and industry-academia collaboration openings at Taiwan plants

## G Governance/Economic

### NT\$820 million

Net profit after tax attributable to the parent company

### NT\$2.1

Earnings per share (EPS)

### Selected for ESG Indices

TIP TPEX ESG 30 Index, TIP TPEX ESG HD TR Index, TIP TPEX ESG ML Total Return Index, TPEX FactSet Climate Resilience Index, TPEX Labor Employment 88 Index, TPEX Compensation Index

### 100%

Completion rate of the ESG education course at Taiwan plants

### 100%

Completion rate of the ethical management course

### 96%

Supplier "Sustainability Commitment Statement" signing rate



# Corporate Sustainability Recognitions



### Clarivate

- Ranked 80th globally in the “Top 100 Global Innovator”



### SBTi

- Obtained Science Based Targets initiative (SBTi) approval



### CDP Ratings

- Received an A (Leadership Level) in Climate Change rating
- Received an A (Leadership Level) in Water Security rating
- Received an A (Leadership Level) in Supplier Engagement Assessment



### MSCI ESG Ratings

- Received an “A” in MSCI ESG rating



### Sustainalytics

- Marked as “Low Risk” in Corporate ESG Risk Rating

## Taiwan Institute for Sustainable Energy (TAISE)

### Asia-Pacific Sustainability Action Awards (APSAA)

- Gold—SDG 3: Good Health and Well-being
- Silver—SDG 13: Climate Action

### Global Corporate Sustainability Awards (GCSA)

- Bronze Class—Sustainability Reporting Award

### Net Zero Label

- Silver Net Zero Label

### Taiwan Corporate Sustainability Awards (TCSA)

- Platinum Award—“Corporate Sustainability Reporting Awards”
- Taiwan’s Top 100 Sustainable Companies Award
- Transparency and Integrity Leadership Award
- Social Inclusion Leadership Award
- Talent Development Leadership Award



## Taiwan Stock Exchange (TWSE)

### Corporate Governance Evaluation

- Top 5% among TPEX-listed companies
- Top 10% “TWSE/TPEX-listed electronics companies with market capitalization over NT\$10 billion”



### TPEX Governance Leadership Award

## Ministry of Environment

- Silver Award—“National Enterprise Environmental Protection Award”
- National Enterprise Environmental Protection Award Winner for 3 consecutive Years



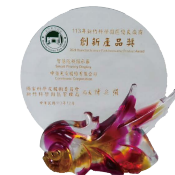
## CommonWealth Magazine

- Commonwealth Excellence in Corporate Social Responsibility Award—Ranked 11th in the manufacturing sector for the large enterprise category
- Top 35 in the “CommonWealth Sustainable Citizen Yearbook”
- Silver Award—“Corporate Health Responsibility (CHR)”
- Top 100—“CommonWealth Talent Sustainability Award”



## Hsinchu Science Park Bureau

- Innovative Product Award



# ESG Topics

## E Environmental Sustainability

Coretronic announced its “[Net Zero Commitment](#)” in 2022, committing to achieving net-zero emissions by 2050. The Company actively formulates and implements climate action measures to mitigate the environmental impact of climate change, while also responding proactively to domestic and international climate initiatives to contribute to global climate governance efforts.

In 2023, Coretronic disclosed climate-related financial information in accordance with the TCFD framework and updated its assessment of climate change-related risks and opportunities, further developing response strategies. The Company also submitted its science-based targets to the Science Based Targets initiative (SBTi) for review in 2023, and [officially received approval in 2024](#). The approved targets commit to “Reduce absolute scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute scope 3 GHG emissions 30% within the same timeframe,” while concurrently implementing relevant carbon reduction actions.

Since 2019, the Company has responded to the CDP questionnaire for 6 consecutive years. In 2024, it received [“A List” leadership level ratings for the first time in both the Climate Change and Water Security categories](#), as well as an “A” leadership level in the Supplier Engagement Assessment, demonstrating outstanding sustainability performance. Coretronic also joined the Taiwan Climate Partnership (TCP) and the Taiwan Alliance for Net Zero Emission (TANZE) in 2022. In 2024, the Company received the [“Silver Net Zero Label”](#) from TANZE, recognizing its firm commitment and tangible progress in sustainable development.

Coretronic is actively investing in and promoting the use of renewable energy as a core driver toward achieving net zero. Since 2022, rooftop solar power generation systems have been installed and commissioned at the Chunan Plant, Tainan Plant 1, and Tainan Plant 2. In 2024, the Headquarters was added, with power generation expected to commence in 2025. Through self-use solar power generation, green power wheeling, and the purchase of renewable energy certificates, the Company continues to increase the proportion of renewable energy use year by year, reducing reliance on traditional energy sources. In 2024, renewable energy accounted for 15% of the Company’s total annual electricity consumption, successfully achieving its short-term target.

To fulfill the Company’s carbon reduction commitment and achieve its net-zero goals, the Company actively promotes a wide range of carbon reduction initiatives. These include upgrading energy-saving equipment, increasing the proportion of renewable energy used, strengthening water conservation and waste reduction management, and optimizing air conditioning and production energy efficiency. At the same time, the Company enhances product energy performance through green technology innovation, adopt low-carbon design, and select low-carbon raw materials to reduce resource consumption, developing more competitive green products that achieve both environmental sustainability and business growth.

At Coretronic, net-zero development strategy is at the core of its operations. The Company integrates multiple approaches, such as green products, renewable energy, energy conservation and carbon reduction, circular economy, sustainable value chain, TCFD, and SBT frameworks, to comprehensively drive sustainable transformation. On the path of sustainability, the Company continues to advance by implementing decarbonization actions while actively deepening green technology innovation to promote industrial upgrading and sustainable development. Coretronic is steadily following its net-zero roadmap and striving to realize its net-zero vision.



- Responded to CDP questionnaire for 6 consecutive years
- Climate Change rating received A (Leadership level)
- Water Security rating received A (Leadership level)
- Supplier Engagement Assessment received A (Leadership level)



- Promoting the integration of Taiwan’s supply chain with the international community towards net-zero goals and combine the strengths of alliance partners to collaborate with international climate advocacy organizations actively
- Joined as one of the first members in 2022, and renewed membership in 2024



- Signed to support and implement the TCFD framework in 2020
- First-time implementation of climate change risks and opportunities identification impact analysis in 2021
- Reassessed, updated risks and opportunities concerns, and preliminarily assessed financial impacts and formulated response strategies accordingly in 2023
- Starting to issue the TCFD Report annually in 2023



- Submitted a commitment letter to SBTi in 2022, committing to set emission reduction targets based on the SBT 1.5°C scenario
- Submitted science-based targets to SBTi for review in 2023
- Reduction targets were approved by SBTi in 2024: “Reduce absolute scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute scope 3 GHG emissions 30% within the same timeframe.”



- Follow the alliance’s goal of “net zero emissions at office locations by 2030, and service sites by 2050”
- Awarded the “Green Net Zero Label” in 2022~2023
- Awarded the “Silver Net Zero Label” in 2024 and invited to share outstanding practices in energy saving and carbon reduction

# ESG Topics

## S Social Inclusion



### “Warm Restaurant” Upgraded to Expand Social Impact

Taiwan entered an “aged society” in 2018 and is rapidly progressing toward a “super-aged society”. Compared to other disadvantaged groups, elderly individuals living alone have access to fewer resources. Since 2022, Coretronic has partnered with the social enterprise “Silver Gate” to launch the “Warm Restaurant”, providing regular meal delivery services to elderly individuals living alone, while also caring for the physical and mental well-being of vulnerable seniors in Miaoli. In addition, the initiative promotes local employment by prioritizing the hiring of single mothers and unemployed individuals as “meal delivery ambassadors”, helping them improve their financial independence. This program creates dual value in both senior care and social inclusion. This year, the “Warm Restaurant” underwent further upgrades, expanding its service coverage from 4 to 10 townships in Miaoli, thereby enabling the care and support of even more elderly individuals living alone.

#### 2024 “Warm Restaurant” Performance



### Diversified Meal Options and Enhanced Nutrition

- **Provision of Liquid Nutritional Foods for Seniors:** To care for elderly individuals who have difficulty chewing or swallowing and suffer from inadequate nutrition, Coretronic has partnered with Tamsui Mackay Memorial Hospital and Chi Mei Medical Center to provide liquid nutritional foods tailored for seniors, such as brown rice porridge, nutritional supplements, and Four-Herbal Soup. These meals help reduce the risk of choking during consumption and provide essential protein, vitamins, and calories, fully addressing the nutritional needs of the elderly.
- **Thermal Meal Bags:** Recognizing that seniors may not consume meals immediately upon delivery and to reduce the impact of temperature changes on food freshness, Coretronic sponsored 50 insulated delivery bags in 2024. These bags are placed at seniors’ doorsteps to ensure meals remain fresh and hygienic, allowing elderly recipients to enjoy their food with peace of mind.

### “Online Meal Delivery Care System”: Enhancing Delivery Efficiency Through Digital Technology

- **Real-Time Location Tracking:** Enables real-time tracking of meal delivery ambassadors’ locations, making the delivery process more transparent and ensuring meals are delivered on time.
- **Meal Delivery Log Management:** Meal delivery ambassadors can record delivery logs online, which are automatically uploaded and stored in cloud files for social workers to access in real time. The logs include updates such as reminders for medication, feedback on daily living, and relevant health education. If the elder has material or telemedicine needs, the meal delivery ambassador can note them in the log, allowing social workers to better assess the elder’s condition and connect them with the appropriate resources.
- **Information Integration:** After regular home visits, social workers can update dietary tags in the system based on the elder’s health condition. Nutritionists can then adjust dietary plans accordingly, and kitchen staff can prepare meals based on the tags. Seniors and their families can also track meal preparation and the meal delivery ambassador’s real-time location through a free app, enhancing service accessibility.
- **Meal Delivery Schedule:** Clearly displays each senior’s daily meal source, status notes, and delivery progress, ensuring smooth coordination from meal preparation to online dispatch and delivery.
- **Volunteer Matching:** If a meal delivery ambassador is suddenly unavailable, the system can immediately match replacement personnel, addressing meal delivery staffing shortages in remote areas.

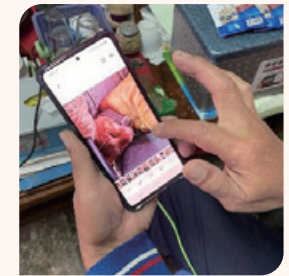


### A Heartwarming Story: Grandpa Peng and His Beloved Cats



Grandpa Peng, who lives in Yuanli Township, Miaoli County, relies on a wheelchair long-term due to an amputation. His home sits along an industrial road frequented by gravel trucks and is far from the city center, making it difficult and dangerous for him to go out. Since 2023, Silver Gate has been delivering meals to Grandpa Peng, ensuring he receives adequate nutrition and offering warmth and companionship.

On Christmas Eve in 2024, a social worker visited Grandpa Peng with a hot meal and supplies, gently reminding him not to wait too long to eat even though the meal was kept in an insulated delivery bag. Grandpa Peng agreed, then eagerly changed the topic, excited to show off his unique summoning trick—he picked up a metal bowl and tapped it against the concrete ground while calling out, “Meow-meow, meow-meow!” In an instant, several cats gathered around him. With a beaming smile, Grandpa Peng introduced his beloved feline family to the social worker—Little Orange, Tortoiseshell, Tiny, and the little black kitten. Sitting in his wheelchair, he fed them food while laughing, “They’re so well-behaved, they always listen to me.”



The social worker then happily joined in, sharing her own cat stories and photos. The room was soon filled with laughter. On that chilly winter day, whether it was the social worker’s visit or Grandpa Peng’s love for his cats, both brought warmth and joy to his small home.

## S Talent Cultivation



### Implementing the “Project-Three-Generation” to Drive the “Wisdom Generation” Productivity

In 2023, Coretronic centered its efforts on the “Project-Three-Generation”, focusing on three key pillars: “Connecting Multigenerational Employees”, “Enhancing Composite Employee Experience”, and “Deepening the Competency Academy”. The initiative emphasizes cross-generational value co-creation, fostering integration and growth across a multigenerational workforce. Through a “vertical five-tier” framework, the Company provided customized training programs tailored to various levels of employees and established the “YuanZe Coretronic Academy” to integrate internal and external resources, thereby enhancing professional skills and competency development.

In 2024, the Company continued the “Project-Three-Generation” with a special focus on the “Wisdom Generation”—employees aged 45 and above with extensive experience and expertise. The Company launched two key initiatives: the “Core Research” and “Deep Competency Cultivation”, to strengthen technical knowledge transfer and talent development. At the same time, the Company promoted cross-disciplinary collaboration and a learning-oriented organizational culture. The Company also prioritized the physical and mental well-being of the Wisdom Generation employees by providing health management programs and diverse wellness seminars. Through the ESG development framework, the Company aims to enhance corporate competitiveness, empower the Wisdom Generation to exert greater influence, and realize generational inclusion and technology inheritance.

### “Wisdom Generation” Friendly Workplace Program

Employee health is the cornerstone of sustainable corporate development. A healthy workplace not only enhances employee productivity, morale, and satisfaction but also effectively reduces workplace injuries and health risks, thereby increasing the Company’s overall productivity and competitiveness. As such, the Company actively promotes health management programs through diverse wellness initiatives, including electrocardiogram (ECG) screenings, painless endoscopic exams, weight-loss programs, and themed seminars, to comprehensively support the physical and mental well-being of its employees. In 2024, a total of 578 employees completed health risk assessments via ECG screenings and health questionnaires. Among them, 29 high-risk individuals completed one-on-one health consultations and job suitability assessments with physicians, enabling early detection and treatment. Additionally, 145 participations in wellness promotion activities, achieving an average satisfaction score of 97 (out of 100), which demonstrates the program’s effectiveness.

Supporting employees’ families is part of its corporate social responsibility and a fundamental driver of sustainable profitability. Work-life balance contributes to greater emotional stability among employees, and the Company recognizes the importance of family support. The Company held its first “Employee Children’s Resume Review Program” during the summer, offering resume and interview consultations to the children of two employees, providing them with valuable career guidance from different perspectives. The activity received a satisfaction rating of 4.5 (out of 5). The Company also launched the “Festive Trio” activity, inviting employees and their families to participate in celebration events to foster emotional connections and team cohesion, helping us find meaningful opportunities for growth with both colleagues and loved ones amidst its busy schedules. Additionally, Coretronic hosted the “Online Health Mileage ATM—Islandwide Gourmet Charity “Walking” Team x Walk with Family and Friends” campaign, encouraging employees and their families to exercise together while supporting charitable causes. Through this initiative, the Company purchased 176 bags of rice from the Taiwan Autistic Family Supporting Association and donated them to participants who achieved the “5,000 steps per day” goal. Based on participants’ wishes, 86 bags were donated to the Hondo Senior Citizen’s Welfare Foundation. A total of 221 people participated in this meaningful event.

### Promoting Knowledge Transfer and Developing “Wisdom Generation” Talent

• **Core Research Initiative:** In 2024, Coretronic established the Core Research, reporting directly to the President and led by the Chief Technology Officer, with the dedicated mission of passing down R&D and business marketing expertise. Based on core product technologies and industry-academia collaborations, Core Research has established 5 departments and selected 6 senior researchers to lead efforts in building technical knowledge and ensuring the inheritance of key technologies. The Quality Integration Department simultaneously launched a series of quality-focused courses, including 7 foundational and 6 advanced classes, to strengthen quality management capabilities and uphold the Company’s quality policy of “Pursuing Excellence and Customer First”. Additionally, the System Product Department of the Core Research has developed 18~20 core courses tailored to the Company’s critical disciplines such as, optics, mechanics, thermal management, electronics, and software. These initiatives aim to shorten the onboarding time for new hires, ensure seamless technology transfer, and reinforce the Company’s core competitiveness.



• **Core Competency Academy:** To further enhance talent development, the Company conducted interviews with middle and senior management to assess competency needs, resulting in the creation of customized professional courses that comprehensively address these needs. By integrating digital and in-person learning, employees can flexibly select courses aligned with their career paths to build essential skills and become industry experts. Internal instructors are responsible for passing on foundational expertise, while external specialists introduce critical technologies. This is complemented by on-the-job training (OJT), with direct supervisors overseeing learning outcomes to ensure practical application. Senior “Wisdom Generation” professionals also participate in course design and instruction, using their experience to mentor the younger generation and foster internal technical exchange and innovation.



Chapter

# 01

## **Sustainable Operations**

- 1.1 Company Introduction
- 1.2 Operating Overview
- 1.3 Product Innovation
- 1.4 Intellectual Property
- 1.5 Customer Relations

## 01

- 1.1 Company Introduction
- 1.2 Operating Overview
- 1.3 Product Innovation
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## 1.1 Company Introduction <sup>2-1, 2-6</sup>

Coretronic Corporation was established on June 30, 1992, in the Hsinchu Science Park. Since its founding, the Company has positioned itself as a “provider of innovative display system integration solutions”. It was the first manufacturer of LCD backlight modules in Taiwan. It pioneered the development and mass production of the world’s smallest and lightest VGA single-chip LCD projector and XGA DLP projector. Integrating technologies such as optics, mechanics, electronics, thermal management, software, materials, and precision mold processing have ushered in a new era for Taiwan’s display systems, laying the foundation for the Company’s future development niche. The Company’s customers include brand manufacturers of projection equipment, televisions, notebooks, and automotive displays, with products marketed in over 70 countries and regions worldwide.

<b>Founding Date</b>	June 30, 1992
<b>Capital</b>	NT\$3.9 billion
<b>Chairman</b>	Wade Chang
<b>President</b>	Sarah Lin
<b>Number of Employees</b>	4,151 <sup>1</sup>
<b>Headquarters</b>	No. 11, Lixing Rd., Hsinchu Science Park, Hsinchu City 300094, Taiwan
<b>Major Global Locations</b>	Taiwan, China, United States, Europe, Vietnam
<b>Listed on TPEX</b>	1999 (5371.TWO)
<b>2024 Revenue</b>	Approximately NT\$39.7 billion

1: The number of employees at Coretronic’s Taiwan and China plants (Wujiang and Kunshan plants)

## Management Philosophy <sup>2-23, 2-24</sup>

Coretronic adheres to the philosophy of “focusing on core business and prudent operation”, continuously researching and innovating. On the other hand, through a vertical integration strategy, it has mastered key patents and core technologies, making Coretronic not only the leader in digital projector and LCD backlight module technology in Taiwan, but also among the top global developers and manufacturers of similar products.



## Products and Services

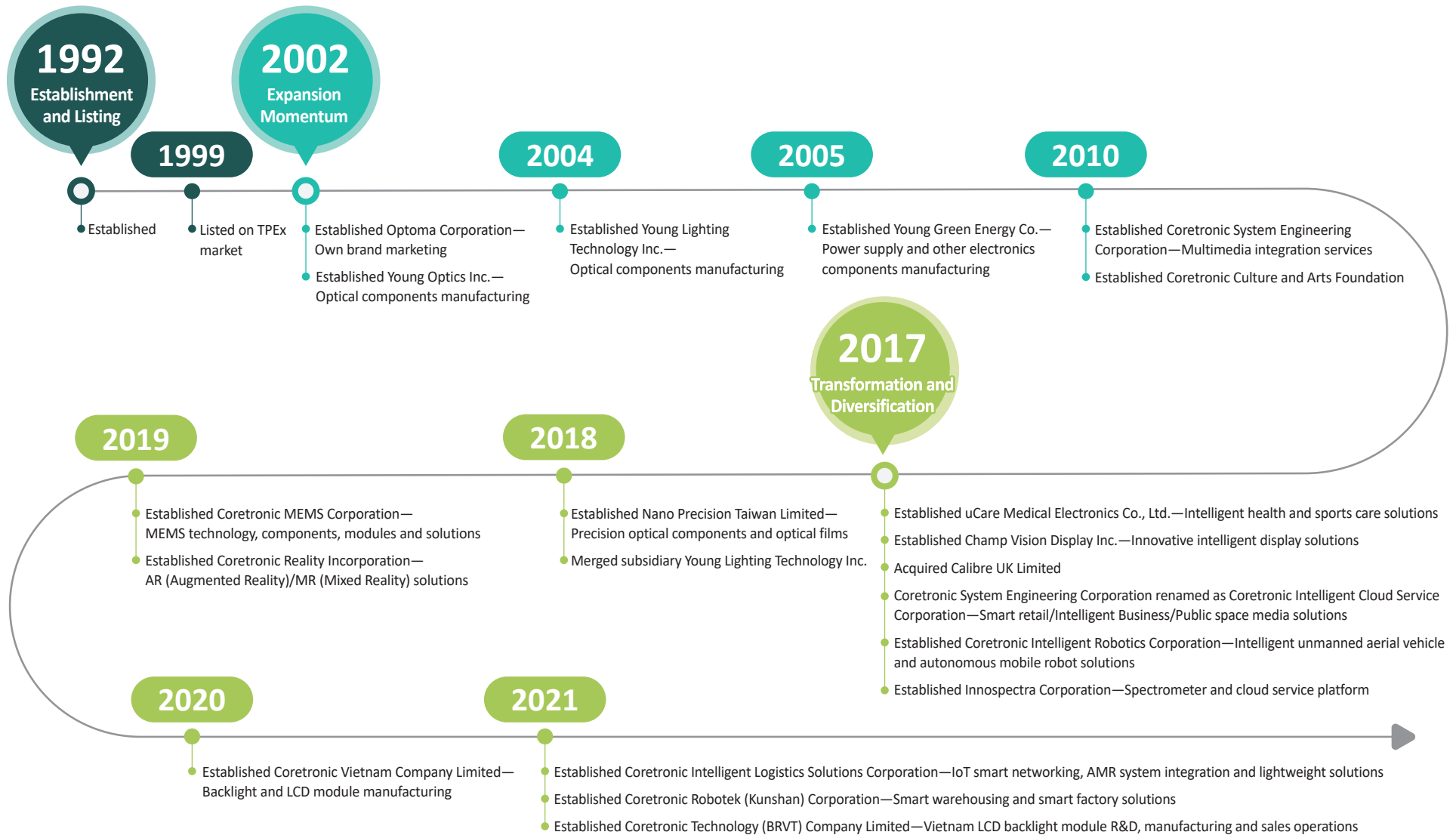
### ► Visual Solutions Products

DLP digital projectors, laser TVs, interactive modules, smart connectors, image blending boxes, intelligent imaging solutions, embedded projection systems, ultra-short throw laser TVs, mobile micro projectors, wearable display optics modules, in-vehicle projection systems

### ► Energy Saving Products

Light guide plates, backlight modules, optical components, touch modules, large-size tiled displays and integrated solutions, double-sided displays, display multimedia applications, industrial medical displays and medical diagnostic devices

## Milestones



## Participation in Industry Associations<sup>2-28</sup>

Coretronic maintains a politically neutral stance and refrains from engaging in any political campaigning or making political contributions. From 2021 to 2024, the Company did not make any political contributions and was not involved in any political or policy-influencing donations. However, the Company actively participated in the development of public issues and the formulation of relevant industrial policies by joining industry-related associations and nonprofit organizations. Key issues included industrial development, technology, employee welfare, environmental sustainability, and social engagement.

### List of Participated Associations

Unit: New Taiwan Dollars (NT\$); “-” indicates that the membership had not yet commenced in that year.

Category	2021	2022	2023	2024
The Allied Association for Science Park Industries	0	0	0	0
Taiwan Display Materials & Devices Association (TDMDA)	30,000	30,000	30,000	30,000
Society for Information Display (SID) Taipei Chapter	35,000	100,000	35,000	100,000
3D Interaction & Display Association (3DIDA)	-	70,000	60,000	0
Taiwan Photonics Society (TPS)	-	-	10,000	10,000
Taiwan Optoelectronic Semiconductor Industry Association (TOSIA)—Smart Display and MicroLED SIG	-	30,000	30,000	0
China Chamber of International Commerce, Suzhou Chamber	-	-	0	0
Kunshan Taiwan Compatriots Investment Enterprises Association	8,950	8,950	8,950	8,950
Suzhou Wujiang District Foreign Investment Enterprise Association	-	-	22,376	22,376
Suzhou Wujiang District Taiwan Compatriots Investment Enterprises Association	-	-	-	9,845
Taiwan Alliance for Net Zero Emissions (TANZE)	-	105,000	105,000	105,000
Taiwan Climate Partnership (TCP)	-	150,000	50,000	50,000
High-tech Industry Salary Management Association	0	0	6,000	10,000
Kunshan Economic and Technological Development Zone Association of Work Safety and Environmental Protection	-	-	8,950	8,950
Kunshan Human Resources Association	4,475	4,475	0	6,713
Social Innovation Partnership Group	0	0	0	0
<b>Total</b>	<b>78,425</b>	<b>498,425</b>	<b>366,276</b>	<b>361,835</b>

### Expenditures Related to Public Affairs Participation

Category	2021	2022	2023	2024
Industry unions, trade associations, or tax-exempt groups	78,425	498,425	366,276	361,835
Lobbying for interest groups	0	0	0	0
Contributions to local, regional, or national political activities or candidates	0	0	0	0
Other expenses and contributions, e.g., ballot or referendum-related	0	0	0	0
<b>Total</b>	<b>78,425</b>	<b>498,425</b>	<b>366,276</b>	<b>361,835</b>

## Global Sites<sup>2-1, 2-6</sup>

Coretronic is headquartered in the Hsinchu Science Park, Taiwan. Its main production sites consist of 14 plants: the Headquarters in the Hsinchu Science Park; the Chunan Plant in the Chunan Science Park; the Tainan Plant 1 and Plant 2 in the Southern Taiwan Science Park; the Hukou Plant in the Hukou Industrial Park; the Wujiang plants (Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou)) in Wujiang, Suzhou City, Jiangsu Province, China; the Kunshan plants (Coretronic Projection (Kunshan) Co., Ltd., Coretronic Optics (Kunshan) Co., Ltd., Technology Service (Kunshan) Co., Ltd., Vimax (Kunshan) Co., Ltd), Jiangsu Province, China; the Ningbo Plant (Coretronic (Ningbo) Co., Ltd.) in Ningbo City, Zhejiang Province, China; Vietnam Plant 1 (Coretronic Vietnam Company Limited) in Ho Chi Minh City, Vietnam; and Vietnam Plant 2 (Coretronic Technology (BRVT) Company Limited) in Ba Ria-Vung Tau Province, Vietnam.

Additionally, to promote its brand and provide more timely customer service, its subsidiary and proprietary brand, Optoma (full name: Optoma Holding Limited), has established customer service and marketing offices in Taiwan, the Americas, Europe, China, Australia, and India.

Site	Location	Site	Location
<b>Headquarters</b>	Taiwan: Hsinchu		Taiwan: New Taipei City
<b>Branches</b>	Taiwan: Tainan	<b>Optoma Operation, Customer Service and Marketing Sites</b>	Americas: United States Europe: United Kingdom, Netherlands, France, Germany, Norway, Spain China: Shanghai, Hong Kong Australia, India
<b>Production Sites of Visual Solutions Products</b>	Taiwan: Hsinchu, Tainan China: Kunshan		
<b>Production Sites of Energy Saving Products</b>	China: Suzhou, Ningbo Taiwan: Miaoli, Tainan Other regions in Asia: Vietnam	<b>Champ Vision Display Operation and Production Sites</b>	Taiwan: Miaoli China: Kunshan
<b>Coretronic Intelligent Robotics Operation and Production Sites</b>	Taiwan: Hsinchu, Miaoli	<b>Coretronic Intelligent Cloud Service Operation Sites</b>	Taiwan: Hsinchu



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- 1.4 Intellectual Property
- 1.5 Customer Relations

Material Topic  
Economic  
Performance

GRI Topic  
Economic  
Performance



## 1.2 Operating Overview<sup>3-3</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants, Wujiang plants), Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics

### Topic Importance

Economic and governance are one of the three pillars of ESG. Therefore, Coretronic aims to pursue the greatest interests of all shareholders and employees, and fulfill the mission of "technology rooted, sustainable operation".

### Strategy

Uphold the mission of being a leader in digital display system technologies, deepen innovation in display technologies and solutions, and focus on comprehensive solutions for cloud services, artificial intelligence, and various smart application scenarios.

### Evaluation Mechanism

- Maintain the top 5% ranking among the TPEX-listed companies in corporate governance evaluation
- Maintain existing customer relationships and expand new customer bases to increase market share
- Enhance core technologies and develop new technologies while continuously building patent portfolios
- Achieve revenue and profit budget targets and enhance product gross margins

### Performance

- Consolidated net operating revenue was NT\$39.669 billion, an increase of 0.45% compared to the previous year
- Consolidated gross profit margin was 17.8%, a decrease of 2.1% compared to 19.9% in the previous year
- Consolidated operating income was NT\$188 million, consolidated pre-tax net income was NT\$878 million
- Consolidated net income after tax was NT\$658 million, of which the net income attributable to shareholders of the parent company was NT\$820 million, a decrease of 41% year-on-year
- Earnings per share (EPS) was NT\$2.1

### Targets

#### 【2025】

- Continue to optimize the business profitability model and product competitiveness. Enhance efficiency and product quality through lean management and smart manufacturing to achieve steady growth and profitability.
- Establish a sustainable supply chain, promote global expansion and localized operations to enhance market competitiveness and solidify global market share.
- Deepen core technologies and key components by integrating optics, mechanics, electronics, thermal management, software, materials, and system design to provide comprehensive and innovative display system solutions.
- Focus on R&D of high value-added products and diversified visual imaging solutions. Promote the AI, big data, cloud technologies, and intelligent interactive platforms to expand market reach and drive growth momentum.

#### 【2026~2027】

- Deepen optical core technologies to expand cross-application optical components and system products, semi-system products, enhance product added value and price competitiveness, and consolidate global competitive advantages in the display and imaging technology fields.
- Develop an integrated corporate core operating system and database, artificial intelligence, deep learning, and cloud computing data service platform. Provide enterprise customers with "cloud construction", "cloud operation and maintenance", and "cloud application" consulting, planning, implementation and software development solutions. Assist customers in planning and defining modern IT/MIS information architecture to accelerate enterprise digital transformation.
- Leverage AI vision technologies to focus on autonomous aerial and vehicle navigation. Develop SLAM-based navigation systems with multi-sensor fusion, image recognition, and fleet management capabilities, offering drone and indoor/outdoor unmanned vehicle solutions for smart inspection and intelligent logistics applications. Actively expand international ODM business for branded customers.
- Utilize digital optimization technologies to coordinate group resource allocation and ensure information security, enhancing overall organizational efficiency. Define the information flow and system resources required for operations, rapidly delivering an integrated information management platform. Design, plan, and implement cloud computing architecture, digital platforms, and IT environments and applications to support the expansion of new group businesses.

## Consolidated Financial Statements<sup>201-1, 201-4</sup>

Unit: NT\$ Thousand

Item	2022	2023	2024
Operating revenue	49,783,157	39,491,708	39,668,943
Operating cost	40,328,961	31,620,007	32,618,778
Gross profit (loss)	9,454,196	7,871,701	7,050,165
Operating income (loss)	2,150,622	930,670	188,252
Non-operating income and expenses	1,022,358	657,708	690,169
Net income after taxes	2,413,434	1,202,029	657,846
Earnings per share	6.03	3.56	2.10
Capital expenditures	2,239,760	1,822,817	2,683,062
Employee salaries and benefits	8,972,782	7,492,636	6,926,768
Research and development expenses	3,056,452	2,901,998	2,856,039
Total assets (year-end)	55,857,815	55,603,904	56,877,985
Total capital (year-end)	22,729,545	23,484,289	24,396,869
Total market value of equity (year-end)	22,246,825	27,955,149	36,595,832
Research and development tax credits	1,261,806	1,239,670	1,213,812
Tax credits	93,255	19,720	22,917
Government subsidies	110,394	202,665	103,811
Income tax expense	759,546	386,349	220,575
Income tax as a percentage of operating revenue (%)	1.52	0.98	0.55

## Analysis of Financial Income, Expenditure and Profitability

Item	2022	2023	2024	
Financial Structure	Debt to asset ratio (%)	55.10	53.87	53.58
	Long-term capital to property, plant and equipment ratio (%)	340.92	293.81	286.44
Solvency	Liquidity ratio (%)	155.63	135.23	147.68
	Current ratio (%)	112.27	102.06	114.83
	Interest coverage ratio	10.30	4.86	3.11
Profitability	Return of assets (%)	4.49	3.09	2.05
	Net profit margin (%)	10.51	6.02	3.43
	Pretax income to paid-in capital ratio (%)	81.15	40.63	22.47
	Net profit margin (%)	4.85	3.04	1.66
Others	Earnings per share (NT\$)/Weighted average outstanding shares	6.03	3.56	2.10
	Cash dividends per share (NT\$)	4.5	3.0	1.5
	P/E ratio	10.38	20.81	44.03
	Dividend yield (%)	7.19	4.05	1.62

## Market Analysis<sup>2-6</sup>

- According to market research firms, the global shipments of large-size LCD panels for 2024 are estimated to be 688 million units. Coretronic's total shipment of energy saving products in 2024 was 29.9 million units, accounting for approximately 4.35% of the global market share.
- Global projector market shipments in 2024 were approximately 4.8 million units, a decline of about 20%. The Company's shipment of visual solutions products in 2024 was 862,000 units, accounting for approximately 18% of the global market share.
- Ranked NO.1 in global DLP projector market share.



## Tax Management

### Policy

On February 26, 2024, the Board of Directors approved the establishment of the “[Tax Policy and Management Guidelines](#)”, with the following policies:

- Endeavor to comply with the spirit and the letter of tax laws, regulations, and reporting and disclosure requirements in the jurisdictions in which the Company operates.
- Not to use tax havens or tax structures solely for tax avoidance.
- Transfer pricing complies with country-specific rules and the arm’s length principle. It is documented in accordance with local regulations and the Organization for Economic Co-operation and Development (OECD) Transfer Pricing Guidelines.
- All major decisions of the Company take tax implications into consideration and follow internal control procedures to assess and manage tax risks.
- Disclose tax-related information in accordance with legal and regulatory requirements.
- Establish transparent and trustworthy relationships with tax authorities in the jurisdictions where the Company operates.
- Enhance the expertise of the tax team and develop tax talents through internal and external training, as well as participation in tax seminars.

### Tax Risk Management

As a globally operating company, Coretronic complies with the tax laws of all jurisdictions in which the Company conducts business. In response to international tax developments and regulatory compliance requirements, the Company has established tax policies and management procedures to implement sound tax governance and risk control. Upholding the principles of sustainable corporate development and social responsibility, the Company aims to ensure the effective operation of its tax management system. To address risks related to tax operations, the Company is committed to enhancing its tax-related professional competencies through continuous talent development and training to ensure that its team can manage tax matters. For unfamiliar or complex tax issues, the Company proactively consults with and communicates with the relevant tax authorities and, when necessary, engages or seeks advice from external professional consultants. This ensures full compliance with tax regulations and reporting obligations, helping mitigate the risk of legal penalties, financial losses, or reputational damage arising from non-compliance.

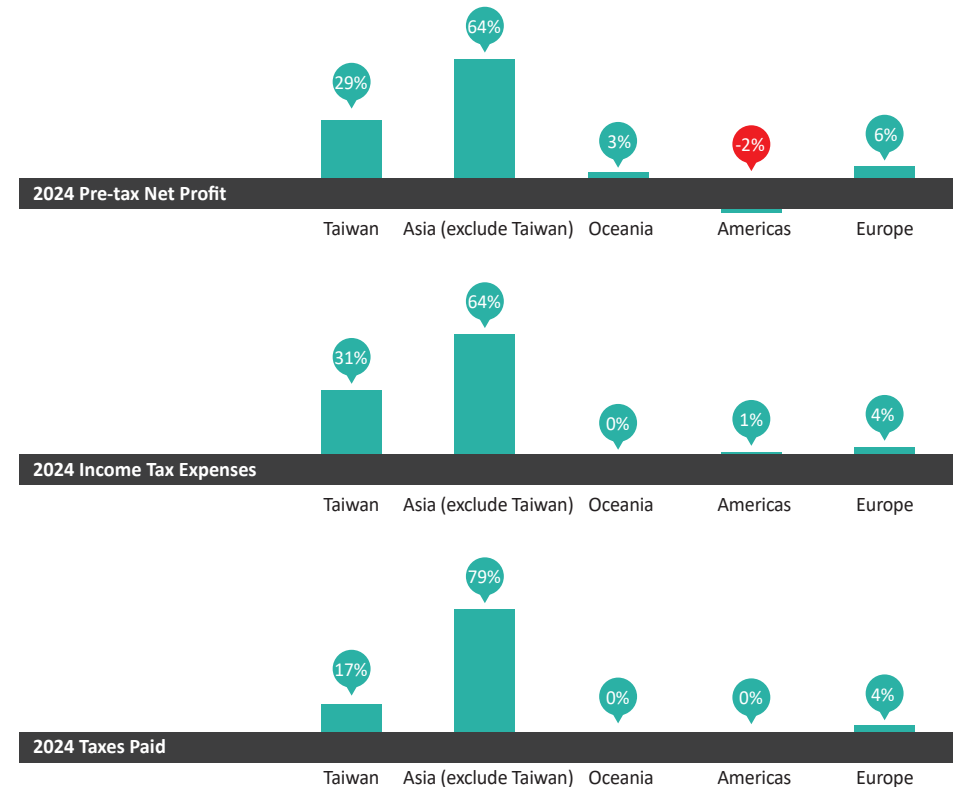
### Tax Governance

The Board of Directors serves as the highest authority for tax management, and is responsible for approving and ensuring the effective implementation of the Company’s tax governance policies. The Chief Financial Officer (CFO) is in responsible for supervision and decision-making, while day-to-day tax affairs are managed by the Tax and Insurance Department. When the Company and its subsidiaries handle tax filings, responsibilities must be delegated appropriately and obtain proper approval. All filings must be thoroughly reviewed, with supporting documentation properly examined and retained. For major transactions and decisions, potential tax implications must be carefully assessed, and external professional advisors may be consulted when necessary. In addition, tax personnel enhance their professional competence through internal and external training and seminars to stay current on the latest tax regulations and developments.

### Tax Performance

Unit: NT\$ Thousand

Item/Year	2023	2024
Pre-tax net profit	1,588,378	878,421
Income tax expenses	386,349	220,575
Effective tax rate (%)	24.3	25.1
Taxes paid	608,512	421,665
Cash tax rate (%)	38.3	48.0



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Material Topic  
Innovative R&D  
Management

GRI Topic  
Economic  
Performance



## 1.3 Product Innovation<sup>3-3</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants, Wujiang plants)

### Topic Importance

Continuous innovation, research and development (R&D) are key factors for an organization's continuous improvement and sustainable growth

### Strategy

- Establish a Technical Director's office under the supervision of the President and create innovation and R&D units, such as technical directors, technical centers and R&D departments under the management of each business group, responsible for the evaluation and development of advanced technologies and processes
- Deepen core optical technologies, and expand into key components, semi-systems/system products and module core technologies, as well as intelligent context applications across application domains
- Develop new edge-lit light guide plates, direct down-lit light guide mirrors, special optical control films, and Mini LED BLM to create thin, compact, energy-saving, privacy protection (anti-peeping), and high-value application products with high dynamic contrast
- Deepen image processing core technologies and develop automatic contrast, brightness, and color control technologies to enhance cost competitiveness
- Focus on the R&D of high-brightness, wide color gamut, and high-resolution solid-state light source projection products for home and large commercial venues, integrating intelligent technologies with artificial intelligence, deep learning, computer vision, IoT, and cloud computing to improve user experience
- Based on projection optics core technologies and actively pursuing a vertical integration strategy to master key patents and core technologies, develop micro-projection, AR/VR/MR glasses optics, and intelligent device new applications to create differentiation
- Developed real and virtual projection technologies for automotive applications, creating differentiated smart cockpit display products, including direct down-lit light guide mirrors, special optical control films, and high-value application products that are ultra-slim, energy-efficient, privacy-protected, and feature high dynamic contrast

### Evaluation Mechanism

- The R&D team proposes an annual R&D plan, KPIs, and budget draft at the year-end meeting, which are approved by the business group manager and the general manager before execution. KPI evaluations are conducted at the mid-year and year-end review meetings during the implementation year. At the same time, CIIP (Control, Item, Improve, and Plan) is promoted to manage key issues and strengthen horizontal communication and integration.
- With a new technology development, the Company launches N-Project for personnel mobilization, integration, and development in a project-based manner, and checks are carried out in accordance with project schedules and goal.
- The Company actively seeks various government R&D and technology subsidies to develop more innovative R&D technologies.
- Employees are encouraged to submit proposals to increase patent applications, which are included in annual KPI execution, tracking, and evaluation.

### Performance

- There were 771 R&D personnel, of which the total number of R&D personnel in Taiwan accounts for 38% of the total number of employees in Taiwan.
- The group's R&D expenditure was NT\$2.86 billion, accounting for 7.2% of consolidated revenue.



## Performance

### 【Energy Saving Products】

- The Company continues to advance core technologies in light guide plates, display technologies, and system integration to enhance product competitiveness. For example, newly developed IML-series precision injection light guide plates offer 50%~70%+ higher efficiency compared to traditional backlight units New PC & PMMA RS-IML hot-rolling light guide plates offer low internal stress and ultra-thin advantages, making them suitable for ultra-narrow bezel thin displays. In addition, it successfully develops and mass-produces thick light guide plates for displays 30.9 inches and under, with 15%~25% efficiency improvement to meet Energy Star 9.0 screen energy-saving requirements.
- Mini LED backlight modules with local dimming and scanning for HDR development have entered mass production, applied in narrow-bezel gaming laptops and monitors.
- In response to ESG demands, small- to mid-sized “front light plates” have entered trial production, meeting the high transparency and contrast requirements of reflective panels while achieving energy-saving and carbon reduction goals.
- Privacy protection requirements for next-generation OLED displays have resulted in successful prototyping and testing, with active engagement with potential customers.
- Privacy display technology has expanded into automotive and industrial control applications, including single-/dual-direction privacy protection displays for automotive CID and passenger displays. The first-generation products have entered mass production with improved privacy performance.

### 【Visual Solutions Products】

- Introduced in-house HDR (high dynamic range)-like technology into high-end models to enhance product value
- Developed the next-generation ultra-short throw portable projectors with auto-focus and auto-keystone correction, integrating smart projection, smart speakers, and interactive projection functions
- Developed 8K high-resolution ultra-short throw wireless laser projectors using ultra-wide color gamut RGB pure laser light blending technology, featuring auto-focus, auto-keystone correction, and integrated laser light sources with various key technologies to enhance system efficiency and color performance, achieving low cost and high performance
- Launched the world’s first 1DLP projector supporting VRR
- Mass production of portable projectors integrating smart projection, smart speakers, and ambient lighting functions
- Developed embedded projection modules for AI home robots
- Developed monochrome and full-color Micro LED projection light engines for smart glasses
- Developed real-image projection and AR projection products for automotive smart cockpits
- Introduced carbon footprint inventory systems for mainstream products
- Held approximately 18% of the global market share and ranked No.1 globally in DLP projector market share

## Targets

### 【2025】

- Deeply integrate photolithography and ultra-precision processing technologies to continue developing new edge-lit light guide plates, direct down-lit light guide mirrors, specialized optical control films, and Mini LED backlight modules with associated diffuser films/plates and printing technologies
- Develop lightweight, compact, energy-saving, privacy-focused, and high dynamic contrast value-added display products, aiming to reduce backlight module thickness, narrow bezels, improve optical efficiency, reduce the number of optical films, and minimize LED usage
- Leverage optical design and light guide plate manufacturing experience to complete the development and successful mass production of front light modules in various sizes
- Evolve from “smart design” to “artificial intelligence” by designing more intuitive UI/UX, automated image calibration, and natural language control to enhance user experience fully
- Develop a new generation of high-performance, cost-effective professional projectors to expand market share and meet application-specific demands
- Accelerate the transition of mainstream projectors from mercury lamp sources to laser light sources to improve projector lifespan
- Optimize RGB laser light control and dimming technology to support future high-brightness pure RGB laser models
- Continue exploring and developing AI-related embedded projection modules
- Begin mass production of Micro LED smart glasses projection engines, in-vehicle real-image projection, and smart cockpit AR projection products
- Continue promoting low-carbon development processes and requirements in support of energy-saving and carbon-reduction initiatives

### 【2026~2027】

- Uphold the mission of leading digital display system technology by advancing innovative display technologies and solutions, focusing on comprehensive solutions across cloud services, artificial intelligence, and various smart applications
- Deepen core competencies in optics and thermal management to expand into cross-application optical components, system products, and semi-systems, thereby increasing product value and price competitiveness and strengthening global leadership in display and imaging technologies
- Develop cutting-edge and forward-looking display products based on latent market demand, positioning in niche markets
- Continue to develop optical component technologies compatible with OLED display products, expanding business beyond the LCD sector
- Leverage DLP technology advantages to further develop high-resolution, high-brightness, intelligent terminals, and other high-end engineering applications; accelerate simulation product design and AIoT and AI Robot Pico projector deployments, extending into Metaverse applications
- Develop AI and deep learning devices with edge computing capabilities to enhance precision and efficiency in production and development; implement IoT technology combined with big data collection and remote control applications
- Utilize technological advantages to enhance image uniformity and color consistency under high cost-performance conditions; comprehensively strengthen AI-smart use scenarios and continuously launch high-quality and high-value products to meet customer needs
- Continue developing Micro LED projection engines for smart glasses, as well as innovative in-vehicle and smart cockpit projection products
- Incorporate ESG concepts into product design by adopting energy-efficient and low-power consumption designs and selecting recyclable, degradable, and reusable materials to reduce negative environmental impacts

## Visual Solutions<sup>PR1-1</sup>

Dedicated to becoming a world-class provider of integrated imaging solutions, Coretronic Visual Solutions Business Group has invested over two decades of R&D efforts into various projection display technologies, image processing technologies, high efficiency and high-energy-density light source technologies, AR wearable display technologies, virtual image display technologies, high-power and high-efficiency power supply technologies, system thermal management, noise and vibration control, as well as high-efficiency optical components and system integration. In response to the maturing market for solid-state illumination (SSI) products in recent years, Coretronic has also introduced advanced technologies including image recognition, artificial intelligence, and cloud services, to maintain its competitive advantage in solid-state light sources and 4K/8K ultra-high-definition projection products. The Company aims to jointly develop cutting-edge projection display solutions for the AIoT era alongside its customers.



### Key Technologies

- Introduced laser light source modules and ultra-wide color gamut RGB pure laser blending technology into mainstream laser projectors, ultra-short throw commercial/education projectors, and 8K high-resolution ultra-short throw wireless laser projectors to enhance system efficiency and color performance, achieving an optimal balance of low cost and high performance
- Developed embedded projection modules for AI home robots
- Continuously developed intelligent technologies by deeply integrating mobile phones and AI to optimize automatic adjustment and dimming functions in projectors, integrating AI features such as natural voice control, personalized light sculpture projection, and smart desktop applications to offer users a seamless, intelligent, and personalized projection experience
- Developed dual-color laser mainstream projectors using the Multi-Color Light Architecture (MCLA™) technology, achieving an optimal balance between brightness and color performance, providing consumers with high cost-performance projector options
- Continued miniaturization and noise reduction in projectors by enhancing the heat dissipation efficiency of thermal modules, water cooling systems, and cooling fans while optimizing vibration and noise reduction designs
- Developed new 1-DLP Passive 3D display technology for use in large public venues
- Applied digital simulation technology to continuously improve component and system design to enhance efficiency and reduce costs
- Continued research and development of wearable display optical modules and in-vehicle, exterior, and AR HUD display technologies
- Independently developed and manufactured critical components such as phosphor wheels, actuators, and thermal modules



### Innovative Products

- Mass production of commercial and educational projectors equipped with blue laser light sources, offering users higher cost-performance products to replace traditional mercury lamp projectors and achieve energy-saving and carbon reduction goals
- Optimization of the 6,000lm~8,000lm entry-level Pro-AV laser projector series to continuously improve product performance, reliability, color rendering, and price competitiveness
- Mass production of 20,000lm large-scale smart-controlled public display projectors, providing users with a superior immersive experience
- Mass production of embedded projection modules for integration into gaming machines
- Mass production of integrated smart projectors, smart speakers, and ambient lighting functions
- Mass production of AR glasses optical engine modules
- Mass production of 4K ultra-short throw laser TVs equipped with next-generation laser phosphor and ultra-wide color gamut RGB pure laser blending technology
- Development of high cost-performance portable blue laser commercial/educational projectors using PCR (Post-Consumer Recycled) materials





## Energy Saving Products<sup>PR1-1</sup>

In response to market trends toward ultra-thin, narrow-bezel, high-resolution, high-contrast, and energy-efficient displays, Coretronic continues to advance its core technologies in light guide plates, display technologies, and system integration to strengthen product competitiveness. At the same time, the Company is leveraging its optical core technologies to expand into cross-application optical components, semi-system, and system-level products, enhancing product added value and price competitiveness while reinforcing its global competitive advantage in display and imaging technology.

- Injection Light Guide Plates (LGPs): Development of the updated IML series and light guide plates fabricated using precision processing techniques, paired with specially designed optical films, delivering 50%~70% higher efficiency than conventional backlight units.
- Hot Roll-Pressed High-efficiency LGPs: Process optimization and microstructure design improvements led to the new RS-IML made from PC and PMMA materials, offering benefits such as low internal stress, anti-adhesion, mold-free fabrication, equivalent optical efficiency to injection LGPs, high yield, and a thickness as low as 0.3T, ideal for ultra-thin narrow-bezel displays.
- Energy Star 9.0-Compliant Monitors: Developed mass production technology for high-efficiency thick LGPs under 30.9 inches, achieving a 15%~25% efficiency increase compared to existing LGP products.
- HDR Technologies:
  - (1)Sixth-generation Switchable Privacy-protection NB Module: Developed using in-house LGP, BLU, special LCD panel, film, and processing core technologies, providing a thinner and more effective privacy solution. The technology is currently in the pilot production stage and has gained customer approval for project initiation.
  - (2)Mini LED Local Dimming & Scanning Backlight Module: Mass production achieved for use in narrow-bezel gaming laptops and monitors, integrated with self-developed optical alignment light bars, proprietary diffusion plates, and printing techniques to significantly improve optical quality, display performance, and production stability. Focus areas include reducing backlight module thickness, narrowing bezels, increasing optical efficiency, minimizing optical films, and reducing LED usage to develop compact, energy-saving, privacy-enabled, high-dynamic contrast displays. Applications include game consoles, tablets, laptops, industrial monitors, automotive HUDs (heads-up displays) and touch displays, medical and e-sports high-end monitors, AIO monitors, ultra-slim smart TVs and smart home display modules. Multiple front-light module sizes have also been developed and entered the pilot production stage.
  - (3)In response to market demand, product development has shifted from traditional BLUs to integrated system and semi-system products, combining display panel components for tablets, laptops, and automotive HUDs. This flexible approach enables optimal design, production, and global service offerings for brand companies, system integrators, and panel customers.
- Privacy Display Technology:
  - (1)Continued development of the sixth-generation privacy-protection NB module using in-house LGP, BLU, special LCD panel, film, and processing core technologies to provide a thinner and more effective privacy solution. The technology is currently in the pilot production stage and has gained customer approval for project initiation.
  - (2)First-generation technology has entered mass production to meet customer needs.
  - (3)For next-gen OLED privacy needs, sample pilot production and testing were completed, and discussions are ongoing with potential customers. Applications are being extended to automotive and industrial uses, such as unidirectional/bidirectional privacy display technology for automotive CIDs and passenger displays. Drivers can dynamically adjust view angles based on context to minimize glare and enhance driving safety. The Company has discussed the technology with several potential customers for project initiation.
- Automotive Applications: In response to the growing demand for large-scale/high-brightness/high-contrast display in automotive applications, the Company has successfully developed LCD (including regular and irregular shapes) with 2mm~4mm OD, dynamic 2D dimming, and low light leakage, incorporating optical structures, diffusion films, and LED designs. Collaborations with customers are ongoing. Privacy performance has been upgraded, and several design and production trials, such as zoned privacy, have been completed and are being promoted to customers.
- Backlight Display Semi-System Products (BLUs): Secured international customer orders by integrating in-house manufacturing of Open Cell, LGPs, touch panels, and full module assembly. Integrated Open Cell privacy technology into internal panel cutting and polarizer lamination processes to offer full-process production from upstream to LCD module assembly.
- Eco-friendly Display Technology: Developed small-to-medium-sized Front Light LGPs, now in pilot production. These meet the high-transparency and high-contrast needs of reflective panels. Special microstructure design enhances luminous efficiency, reduces BLU energy consumption, and significantly lowers product carbon emissions.
- For more details on the reduction of environmental impact, please refer to [Section 4.4 Green Products](#) in this report.

## 01

- 1.1 Company Introduction
- 1.2 Operating Overview
- 1.3 Product Innovation
- 1.4 Intellectual Property
- 1.5 Customer Relations

## 1.4 Intellectual Property <sup>3-3</sup>

Coretronic develops annual product and technology development roadmaps aligned with its business objectives. Patent strategies are executed in both qualitative and quantitative dimensions, with dynamic adjustments made to the targeted countries, number of applications, and types of patents based on product categories and technology levels. Patent portfolios are built to vary degrees of depth while reviewing the technical content and scope of patents under application to identify complementary designs and innovations. Patent applications are submitted in a timely manner by the specific patent systems and priority claims of different countries, thereby filling gaps in the Company's overall patent layout.

For key products or technologies where the Company holds an insufficient number of patents, R&D personnel are initially encouraged to actively apply for patents across various technological domains (e.g., optics, mechanics, heat dissipation, materials, software, electronic control, etc.) and different product components or modules. This approach helps establish comprehensive protection. Once a sufficient the volume of patents is achieved, the focus shifts to enhancing patent quality. Furthermore, to ensure that the technologies used in products are patent-protected, patent engineers participate in product development processes to identify valuable technologies and file corresponding patent applications. For critical technologies and components, the Intellectual Property Department creates patent maps to help R&D units identify unpatented areas and inspire the development of complementary technologies to close patent gaps.

### Patent Protection Measures

- **Dedicated Unit:** In accordance with the "Patent and Technology Development Incentive Regulations", the Intellectual Property Department is responsible for managing patent applications and maintenance and annually evaluates whether granted patents should be maintained or disposed of.
- **Incentive System:** Established a "Patent Heroes Leaderboard" to announce the number of patent proposals and approved patents, along with the proposers and patent details of each business group, on the Company's internal website each month. The incentives include proposal rewards, patent grant rewards, patent application rewards, trade secret application rewards, competition rewards, encouragement, and special significant benefits rewards. In 2024, more than NT\$2.66 million in patent bonuses were awarded, marking a 38% increase compared to 2023.
- **Education and Training:** In 2024, online and in-person training sessions titled "Patent Proposal LEVEL UP" and "Basic Patent Courses" were held. These sessions targeted employees aiming to increase the value of their proposals or those struggling with patent drafting. A total of 208 employees participated.

### Acquisition/Disposal of Intellectual Property

The Company has established the "Operating Instructions for the Acquisition or Disposal of Intangible Assets and Licensing" to regulate the principles for the acquisition and disposal of intangible assets, including patents, trademarks, copyrights, trade secrets, etc., and specify the procedures and handling methods for acquiring intangible assets from third parties or disposing of the Company's intangible assets to third parties.

### Technical Trade Secret Management

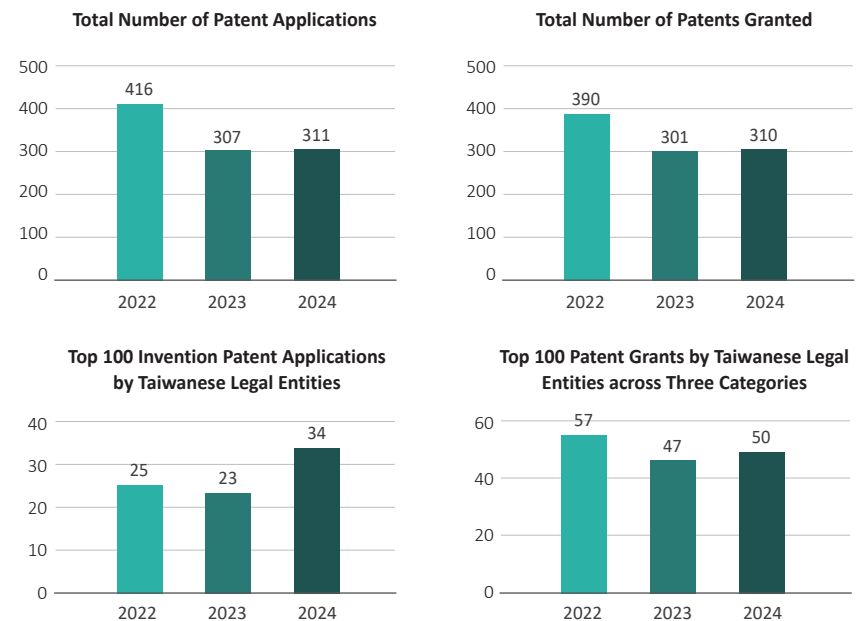
Established the "Technical Trade Secret Document Management Regulations" to govern the levels, usage, and management methods of technical trade secrets.

### Patent Management Strategy and Goals

The Company reports intellectual property matters to the Board of Directors regularly, and continuously improves its patent management system to enhance automation, reduce manual operations, and improve information accuracy for effective case tracking and management. In collaboration with the R&D units, Coretronic conducts technology patent portfolio reviews to assess the value of its intellectual property. In 2024, the Company completed the development and implementation of its internal patent layout system, which supports internal teams in strategic planning, patent filing, and the identification of emerging technologies, thereby securing a competitive edge in patent positioning.

### Patent Performance

In 2024, the Company applied for 311 patents across various countries. Among them, the Taiwan plants ranked 72nd in the "2024 Top 100 Invention Patent Applications by Taiwanese Legal Entities" with 34 invention patent applications, and ranked 73rd in the "2024 Top 100 Patent Grants by Taiwanese Legal Entities across Three Categories (Invention, Utility and Design)" with 50 patents granted.





# 01

- 1.1 Company Introduction
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- 1.3 Product Innovation
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## 1.5 Customer Relations

### Hazardous Substance Management

In compliance with IECQ QC 080000, the latest international regulatory trends, and customer requirements, the Company has established an ISO document titled "Green Product Specification Operating Procedure". This document defines general requirements for prohibited and restricted hazardous substances in products (such as RoHS and REACH). Materials that meet regulatory requirements and are halogen-free are assigned specific part number identifiers and classified as "green raw materials". This facilitates the selection of compliant materials by R&D teams during the product design stage, ensuring alignment with global regulations and the Company's green product standards while reducing or gradually eliminating hazardous substances in products. All parts and packaging materials used in products must comply with international regulations and customer specifications regarding hazardous substances. The main controlled substances include the 10 RoHS-restricted substances, 247 REACH SVHCs, REACH Annex XVII substances, and other regulated substances under various regulations. In 2024, due to growing customer concern over per- and polyfluoroalkyl substances (PFAS), the Company initiated PFAS-related surveys and management across its supply chain in preparation for the anticipated global ban on PFAS by 2026.

There were no incidents of non-compliance with health and safety regulations related to products and services in 2024. In addition, green raw materials accounted for 96% of the Company's total raw material procurement value.

#### ▶ Hazardous Substance Management Process



#### ▶ International Hazardous Substance Management Performance

Key Regulatory Items	Compliance Status
Restriction of Hazardous Substances (RoHS) in various countries	Compliant
Halogen-free requirements	Compliant
EU Registration, Evaluation, Authorization, and Restriction of Chemicals (EU REACH)	Compliant
Material Declaration Standard for the Electrotechnical Industry (IEC 62474)	Compliant
Montreal Protocol	Compliant
U.S. Toxic Substances Control Act (TSCA)	Compliant
Persistent Organic Pollutants (POPs) regulation	Compliant
Per/Poly fluoro alkyl substances (PFAS)	Suppliers are required to declare: "If materials contain PFAS, the R&D team will conduct alternative material screening and replacement."

Note: In response to domestic and international regulations, the Company regularly updates its hazardous substance management policies, and the related requirements cover the substances subject to declaration as listed in IEC 62474.

In 2015, the Company independently developed and implemented the "Green Product Management System (GPMS)", which incorporates a built-in Hazardous Substance-Free (HSF) management system. Green material management is carried out by the "Green Product Specifications Working Instruction", while suppliers and contractors are required to comply with the "Green Procurement Specifications" and provide a "Green Product Warranty". The system is integrated with the material and component approval process for effective control. Procurement contracts stipulate that materials, parts, or semi-finished products provided by suppliers must comply with hazardous substance control requirements for green products. Through sustainable supply chain management, the Company aims to promote the use of environmentally friendly materials and to manufacture and supply customers with low-toxicity and low-pollution products, thereby reducing harm to human health and the environment and preventing non-compliant materials, parts, or products from entering the Company and potentially causing ecological damage due to misuse. In addition, strengthening control over conflict minerals and ensuring that the materials purchased by suppliers better comply with RBA requirements, the Company established a "Conflict Minerals System" at the end of 2024, which is scheduled to launch officially in 2025.



## Customer Service<sup>2-29</sup>

Coretronic values customer feedback and therefore, establishes diverse and real-time communication channels, including [dedicated customer service mailboxes](#) and units, irregular customer interviews or phone calls, annual customer satisfaction surveys, participation in quarterly business review meetings (QBR), and attendance at domestic and international exhibitions. This allows us to fully understand customer needs in areas such as innovation and R&D, product quality, work environment, and work safety, thereby enhancing customer satisfaction and effectively reducing customer complaints. In recent years, due to the global wave of sustainability, customers have placed more emphasis on suppliers' sustainability practices and compliance than before. To promptly and proactively respond to customer ESG audits, surveys, questions, and other needs and fully showcase the Company's commitment and performance in sustainable development, increase information transparency, and strengthen customer relationships, a "Customer ESG Communication Strategy" was established in 2023. In 2024, Coretronic earned a perfect score of 100 in a "supplier RBA audit" conducted by a major projector brand customer, receiving high praise and recognition. This achievement significantly strengthened customer trust in the Company's products and sustainability efforts, solidifying customer relationships and laying a strong foundation for future collaboration.

### Customer ESG Communication Strategy

- ✓ Establish a dedicated point of contact for each customer, responsible for tracking customer ESG important event schedules, assigning and coordinating customer ESG audit questionnaires and surveys, monitoring progress, and consolidating responses
- ✓ Prepare an annual ESG performance presentation and report the ESG execution status and performance to the customer during the Quarterly Business Review (QBR)
- ✓ Participate in customer-hosted supplier conferences, communicate face-to-face with customers, and understand the customer's ESG strategies, management policies, goals, and important schedules for the following year
- ✓ All information provided to customers must be reviewed and confirmed by the ESG Department to ensure consistency and accuracy in external communications

### Annual Customer Satisfaction Survey

Business Group	Visual Solutions Business Group	Energy Saving Business Group																														
Evaluation Targets	Customers whose annual transaction amount accounts for more than 5% of annual sales	Customers with transactions in the current year																														
Evaluation Items	Logistics, technology, quality, customer service	Sales, design, quality																														
Full Score/Passing Score	100 points/60 points	100 points/60 points																														
Average Score	62 points <sup>1</sup>	89 points, <b>same</b> as in 2023																														
Overall Satisfaction Score	The overall customer satisfaction score in 2024 was 76 points, achieving the annual target (70 points)																															
Customer Satisfaction Chart	<table border="1"> <caption>Customer Satisfaction Chart Data</caption> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Logistics</td> <td>76</td> </tr> <tr> <td>Technology</td> <td>60</td> </tr> <tr> <td>Quality</td> <td>50</td> </tr> <tr> <td>Customer Service</td> <td>61</td> </tr> </tbody> </table>	Category	Score	Logistics	76	Technology	60	Quality	50	Customer Service	61	<table border="1"> <caption>Customer Satisfaction Chart Data (Energy Saving Business Group)</caption> <thead> <tr> <th>Category</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Sales</td> <td>92</td> <td>94</td> <td>96</td> <td>96</td> </tr> <tr> <td>Design</td> <td>82</td> <td>84</td> <td>84</td> <td>84</td> </tr> <tr> <td>Quality</td> <td>84</td> <td>86</td> <td>88</td> <td>88</td> </tr> </tbody> </table>	Category	2021	2022	2023	2024	Sales	92	94	96	96	Design	82	84	84	84	Quality	84	86	88	88
Category	Score																															
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Sales	92	94	96	96																												
Design	82	84	84	84																												
Quality	84	86	88	88																												
Management Policy	<ul style="list-style-type: none"> <li>• The average customer satisfaction score in 2024 was 62 points.</li> <li>• In response to customer feedback, the sales unit has stepped in to communicate and conducted internal reviews to develop solutions aligned with customer expectations.</li> <li>• The "Customer Satisfaction Survey Procedure" was revised at the end of 2024. Starting from 2025, customer satisfaction surveys will be conducted by product category to collect feedback and better focus on product development trends.</li> </ul>	<ul style="list-style-type: none"> <li>• Regular or ad hoc meetings are held to ensure customer feedback is effectively addressed.                             <ul style="list-style-type: none"> <li>✓ Total number of complaints: 110 cases; improvement rate: 100%</li> <li>✓ The average customer satisfaction score in 2024 was 89 points</li> </ul> </li> <li>• Quality control mechanisms for supplier audits, enhanced packaging protection design, and effective management of supplier materials and engineering quality have been established to ensure shipment rate targets are met. In 2024, the shipment rate was 99.9%, achieving the target (95%).</li> </ul>																														

1: Following the ISO 9001 external audit recommendation, the "Price/Cost" evaluation item was removed from the survey due to its highly subjective nature. The "Customer Satisfaction Survey Procedure" was also revised, so the 2024 scores are not comparable to those from 2021~2023.

Chapter

# 02

## Sustainable Development

- 2.1 Sustainability Goals and SDGs
- 2.2 Sustainable Governance
- 2.3 Material Topic Identification

## 02

## 2.1 Sustainability Goals and SDGs

## 2.2 Sustainable Governance

## 2.3 Material Topic Identification

2.1 Sustainability Goals and SDGs <sup>2-23, 2-24</sup>

- Vision: Coretronic stands as a beacon of direction and optimism, utilizing light to illuminate the economy and society; creating a green environment that ensures everyone has access to a sustainable and bright future.
- Policy: Coretronic adheres to the “RBA Code of Conduct”, “Universal Declaration of Human Rights (UDHR)”, “United Nations Global Compact (UNGC)”, “United Nations Guiding Principles on Business and Human Rights (UNGPs)”, and “International Labour Organization (ILO)”. Focusing on the Company’s core businesses, Coretronic’s sustainability strategies are divided into three categories based on the United Nations’ Sustainable Development Goals (SDGs), the Task Force on Climate-Related Financial Disclosures (TCFD), the Science-Based Targets Initiative (SBTi), international sustainability trends, social needs, and stakeholder concerns: Environmental, Social, and Governance/Economic. Through the ESG Committee, Environmental Protection Committee, Firefly Volunteer Team and other relevant groups, joint effort is displayed to formulate, promote, and execute corresponding projects and strategies. Coretronic is hoping to combine the Company’s core technologies and join hands with stakeholders to create a mutually beneficial and sustainable partnership between the Company and society.
- Management Policies: “Sustainable Development Best Practice Principles”, “Material Topic Identification Process”, “Sustainability Report Preparation and Verification Procedures”, “RBA Code of Conduct Management Handbook”, “Environmental Sustainability Policy”, “Net Zero Commitment”, “RE100 and EV100 Statement”, “Carbon Neutrality Commitment”, “Biodiversity Conservation and No Gross Deforestation Commitment”, “Sustainable Raw Material Policy”, “Human Rights and Social Responsibilities Policy”, “Occupational Safety and Health Policy”, “Corporate Governance Best Practice Principles”, “Ethical Corporate Management Best Practice Principles”, “Operating Procedures and Guidelines for Ethical Management”, “Codes of Ethical Conduct”, “Risk Management Policy”, “Tax Policy and Management Guidelines”, “Supplier Conflict of Interest Management Regulations”.
- Implementation Status of United Nations’ Sustainable Development Goals (SDGs)

SDG	Goals	Strategies	Performance	Corresponding Sections in This Report
	End poverty in all its forms everywhere.	Increase income for disadvantaged farmers	Purchased <b>837 kg</b> of fair-trade coffee beans and set up a sustainable staff pantry room	<a href="#">7.1 Public Welfare Concerns</a>
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	Support sustainable food production systems	Purchased over <b>20 tons</b> of organic vegetable for employee meal Purchased over <b>1.8 tons</b> of sustainably caught fish, and local white rice for <b>16,322 portions</b> of nutritious lunchboxes provided to disadvantaged elderly	<a href="#">7.1 Public Welfare Concerns</a> <a href="#">7.4 Elderly Smile</a>
	Ensure healthy lives and promote well-being for all at all ages.	Reduce the risk of occupational accidents and diseases Improve healthcare capacity	<ul style="list-style-type: none"> <li>• Achieved annual health examination participation rate of <b>99%</b></li> <li>• Achieved annual special operations health examination participation rate of <b>100%</b></li> <li>• Provided <b>129</b> online health classes and remote medical consultation services to <b>6</b> cultural health stations in Miaoli, benefiting a total of <b>24,658</b> participations</li> <li>• Sponsored <b>18</b> public online health classes for <b>112</b> NGOs, benefiting a total of <b>6,638</b> participations</li> </ul>	<a href="#">6.6 Health Care</a> <a href="#">7.4 Elderly Smile</a>
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Digital divide bridging Pursue educational equality	Invited <b>98</b> students from remote areas to participate in the High-tech Adventure program and held <b>8 sessions</b> of Future Light Camp 1.0 and 2.0 <ul style="list-style-type: none"> <li>• Total number of participations at Taiwan plants increased by <b>208%</b>, and total training hours increased by <b>29%</b></li> <li>• Total number of participations at China plants increased by <b>89%</b>, and total training hours increased by <b>2%</b></li> </ul> Sponsored <b>5</b> junior and senior students from Cheng Shiu University and Feng Chia University, providing scholarships totaling <b>NT\$425,000</b>	<a href="#">7.2 Light Pioneer</a> <a href="#">6.5 Talent Cultivation</a> <a href="#">7.3 Dream Walkers</a>
	Ensure access to affordable, reliable, sustainable and modern energy for all.	Increase the use of renewable energy Develop energy-efficient products	Through the construction of solar power generation equipment, green power wheeling, and the purchase of renewable energy certificates, the use of renewable energy has increased to <b>15%</b> <ul style="list-style-type: none"> <li>• Continued optimization of projector optoelectronic designs, estimated to <b>save 44.29 million kWh of electricity</b> and <b>reduce 21,877 tons of CO<sub>2</sub>e</b> emissions annually</li> <li>• EX/EU laser projector series models achieve <b>54%</b> energy savings compared to equivalent lamp-based models</li> <li>• Developed high-efficiency backlight modules, reducing energy consumption by <b>5.3%</b></li> <li>• <b>Three</b> laser projectors and <b>two</b> LCD monitors obtained <b>ISO 14067</b> verification</li> </ul>	<a href="#">4.1 Climate Change Management</a> <a href="#">4.4 Green Products</a>



SDG	Goals	Strategies	Performance	Corresponding Sections in This Report
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Improve operational performance	Earnings per share (EPS) of <b>NT\$2.1</b>	<a href="#">1.2 Operating Overview</a>
		Promote equal pay for equal work	The overall salary ratio between genders was <b>1:0.989</b> at the Taiwan plants, <b>1:0.924</b> at the Kunshan plants, and <b>1:0.959</b> at the Wujiang plants	<a href="#">6.3 Compensation and Benefits</a>
		Increase employment opportunities	Provided <b>85</b> job openings at the Taiwan plants; collaborated with <b>10</b> schools through industry-academia partnerships and offered <b>57</b> internship opportunities	<a href="#">6.5 Talent Cultivation</a>
			Trained <b>15</b> single mothers or unemployed individuals to become meal delivery ambassadors	<a href="#">7.4 Elderly Smile</a>
		Provide quality compensation	<b>3%~5%</b> increase of average annual salary	<a href="#">6.3 Compensation and Benefits</a>
	Ensure sustainable consumption and production patterns.	Reduce waste	Waste generation intensity <b>decreased by 52%</b> compared to 2021 (baseline year)	<a href="#">4.2 Waste Management</a>
			Organized “Share Love•Save Earth” event, donating a total of <b>1,129</b> second-hand items, reducing <b>333 kg</b> of waste and cutting <b>686 kg</b> of carbon emissions	<a href="#">7.1 Public Welfare Concerns</a>
		Increase the usage rate of low-carbon materials and packaging	<ul style="list-style-type: none"> <li>Utilized 50% post consumer recycled (PCR) materials for product housings, accounting for <b>12%</b> of mainstream and commercial projectors' annual shipments</li> <li>Utilized paper products with FSC certification or recycled pulp for shipping cartons, covering <b>96%</b> of the annual projector shipments</li> <li>Utilized eco-friendly cushioning materials for <b>90%</b> of mainstream and smart projectors' annual shipments</li> <li>Adopted recycled aluminum materials in newly developed laptop models, with an adoption rate of <b>3.8%</b></li> </ul>	<a href="#">4.4 Green Products</a>
		Promote sustainable education	“Annual Sustainability Course” is required for all indirect labors in Taiwan, with a <b>100%</b> completion rate	<a href="#">2.2 Sustainable Governance</a>
			Organized <b>22</b> eco-friendly events centers around the “Green Living Practice Program”	<a href="#">4.5 Green Enterprise</a>
		Enhance supply chain climate change risk awareness	Held the Annual Supplier Meeting and sustainability seminars, with participation from <b>118</b> suppliers	<a href="#">5.3 Green Alliance</a>
	Take urgent action to combat climate change and its impact.	Improve organizational climate resilience	SBT Target—“Reduce absolute scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute scope 3 GHG emissions 30% within the same timeframe.” has been approved by the SBTi.	
		Reduce greenhouse gas emissions	<ul style="list-style-type: none"> <li>All scopes covered in this Report have obtained ISO 14064-1 verification</li> <li>Absolute greenhouse gas emissions (Scope 1 and Scope 2) decreased by <b>51%</b> compared to 2021 (baseline year)</li> </ul>	<a href="#">4.1 Climate Change Management</a>
		Reduce electricity consumption	Electricity intensity decreased by <b>15%</b> compared to 2021 (baseline year)	
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Increase employee awareness of ethical management	“Awareness on Business Integrity Course” is a required course for all employees in Taiwan and indirect labors in China, achieving a <b>100%</b> completion rate	<a href="#">3.4 Ethical Corporate Management</a>
		Increase employee awareness of human rights	The “Human Rights Training” course is required for all employees in Taiwan, achieving a <b>100%</b> completion rate, with <b>100%</b> of employees signing the “Human Rights Code”	<a href="#">6.2 Human Rights Management</a>
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.		“Turning off Lights for One Hour” campaign joined by <b>7</b> elementary schools and <b>115</b> suppliers	<a href="#">4.5 Green Enterprise</a>
			Collaborated with <b>15</b> suppliers on the “Waste Recycling Program”	<a href="#">5.3 Green Alliance</a>
		Collaborate with stakeholders on sustainable projects	Collaborated with <b>7</b> social enterprises on the “Farm the Hopes”, “Love Followers”, and “Elderly Smile” programs	<a href="#">7.1 Public Welfare Concerns</a> <a href="#">7.4 Elderly Smile</a>
			Collaborated with <b>4</b> local universities on the “Light Pioneer” and “Dream Walkers” programs	<a href="#">7.2 Light Pioneer</a> <a href="#">7.3 Dream Walkers</a>

## 02

## 2.2 Sustainable Governance

2-9, 2-13, 2-14, 2-23, 2-24

### ESG Committee

2.1 Sustainability Goals and SDGs

2.2 Sustainable Governance

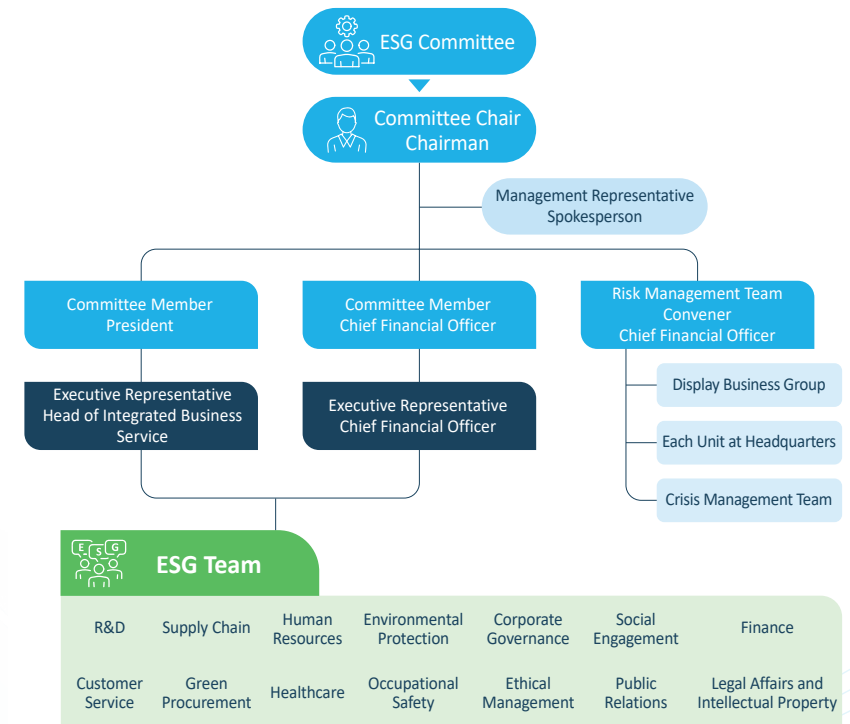
2.3 Material Topic Identification

To promote sustainable development, Coretronic established the “Corporate Social Responsibility Management Committee” in 2008, which was renamed the “ESG Committee” in 2020. Following the “Sustainable Development Best Practice Principles” approved by the Board of Directors, the Chairman serves as the “Committee Chair” of the ESG committee, with the President and Chief Financial Officer (CFO) as “Committee Members”. The “Management Representative” role is assumed by the Spokesperson. The ESG Committee also authorizes “Executive Representatives” from governance/economic, social, and environmental departments to assist in advancing ESG-related initiatives.

Currently, the ESG Committee operates as an independent organization. In addition to approving the “Sustainable Development Best Practice Principles”, the “Sustainability Report Preparation and Verification Procedures”, the “Sustainability Report Material Topics”, and the “Sustainability Report”, the Board of Directors also regularly receives reports from the management team (including updates on sustainability plans, targets, and implementation status). The management team is responsible for formulating sustainability plans and targets and regularly reviewing their implementation status. The Board of Directors periodically reviews and supervises the progress of ESG initiatives and urges the management team to adjust as necessary.

#### Operation

- The ESG Committee members and executive representatives review the status and results of sustainability implementation through quarterly briefings and hold quarterly meetings with the ESG Team. Executive representatives and ESG Team members attend these meetings to discuss the Sustainability Report published for the year and major sustainability awards, to formulate the sustainability plans and targets for the following year.
- The management representative reports the progress of the annual sustainability plan execution each quarter to the Committee Chair, committee members, and executive representatives, and presents the annual sustainability performance, along with the key focus areas and plans for the following year, during the annual group meeting.
- The Chief Financial Officer (CFO), both an ESG Committee member and executive representative, provides an annual report to the Board of Directors. The report includes updates on the implementation results of sustainability projects, the climate change risk management framework and response strategies (TCFD: Task Force on Climate-related Financial Disclosures), various environmental indicators, SBT carbon reduction targets and pathway, renewable energy strategies, and the future direction for sustainable development. In addition, quarterly updates on the execution of greenhouse gas inventory activities are reported to the Board of Directors.
- ESG Team members establish [sustainability policies](#) in accordance with international standards and government regulations and strengthen the execution of sustainability strategies through internal and external training programs.
- Annual material topics are identified by the ESG Team following the Material Topic Identification Process and are reassessed every two years. The material topics for each year are submitted to the Board of Directors for approval.
- The Sustainability Report is compiled by the ESG Team based on information collected from each department. It is then reviewed in sequence by the management representative, executive representatives, and Committee members, and finalized for issuance after approval by the Board of Directors.





## Education and Training

Through participation in internal and external training courses, the issuance of a quarterly ESG e-newsletter, and the sharing of ESG knowledge and activities on electronic and physical bulletin boards, Coretronic seeks to enhance employees' ESG awareness and understanding, ultimately integrating ESG concepts into daily business operations. At the same time, photos and videos from sustainability activities are compiled and disseminated through various channels, including the official website, social media platforms, and Wikipedia, to promote sustainability values and achievements to stakeholders.

### ► Key Internal Training Programs

- **Required Annual Course—“ESG: From Concept to Practice”:** To strengthen sustainability awareness among all indirect labors in Taiwan, an annual required sustainability training course was developed. The course covers definitions of key sustainability terms, the two major sustainability organizations within the Company and their respective responsibilities, stakeholders and material topics, and domestic and international sustainability initiatives. It also trains employees on how to read the annual Sustainability Report. A total of **1,583** participants completed the course and passed the post-course assessment (with a passing score of 70), achieving a **100%** course completion rate.
- **“Product Carbon Footprint (ISO 14067) Workshop”:** To enhance the knowledge of the Green Product Team and ESG Team members regarding product carbon footprints and embed the green product concept into daily operations and product design, Coretronic invited an expert from the Industrial Technology Research Institute (ITRI) to serve as the instructor. The workshop introduced ISO 14067 standards and international trends toward net-zero emissions, and guided participants through hands-on exercises in product carbon footprint calculations. A total of 136 employees participated, accumulating a total of 272 training hours.

### ► Key External Training Programs

- **“Certified Professional in Corporate Sustainability Management” training program:** To enhance the quality of the Sustainability Report and strengthen the professional knowledge of dedicated sustainability personnel, Coretronic assigned two employees to participate in the 80-hour “Certified Professional in Corporate Sustainability Management” training program organized by the Taiwan Institute for Sustainable Energy (TAISE). As of the end of 2024, a total of **3** team members have obtained the “Certified Professional in Corporate Sustainability Management” certification.
- **“International Certified Professional in Net Zero Management Program”:** To strengthen the Company’s capability in planning net-zero pathways and to cultivate professionals specialized in climate risk management, Coretronic assigned one employee to participate in the 62-hour “International Certified Professional in Net Zero Management Program” organized by TAISE. The participant obtained the “Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (ISO 14064-1:2018)” qualification certified by the British Standards Institution (BSI) and is expected to receive the “Net Zero Manager” certification in 2025.



## 02

## 2.3 Material Topic Identification

2-12, 2-14, 2-23, 2-24, 3-1

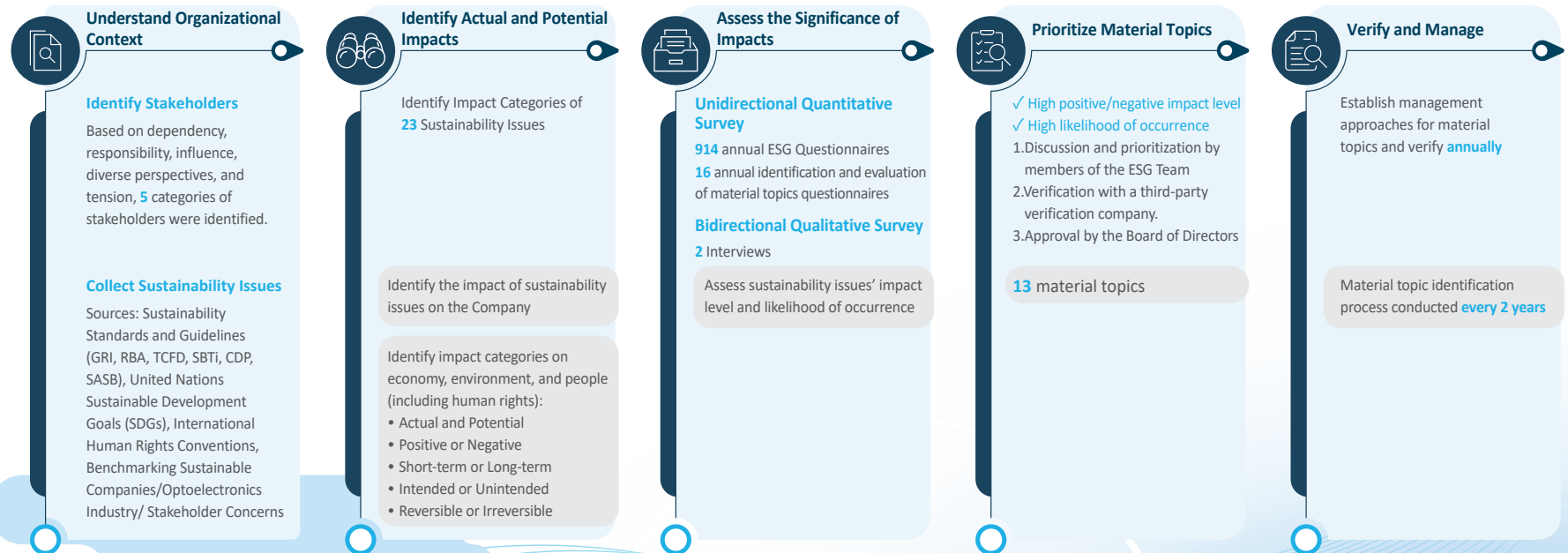
According to the GRI Universal Standards 2021 under the Global Reporting Initiative (GRI) Standards system, specifically GRI 3: Material Topics 2021, companies are required to conduct due diligence and disclose in their Sustainability Reports the processes for identifying, preventing, mitigating, and explaining how they address their actual and potential negative impacts on the economy, environment, and people (including human rights). This process must be documented to ensure consensus and approval within the Company's sustainability-related organizations and serve as the standard procedure for future material topic identification.

In 2024, Coretronic followed the above GRI Standards to establish its Material Topic Identification Process. The principle of "impact level" was used to assess whether a topic qualifies as material. The process involved evaluating the positive and negative impacts, the scope of impact, and the likelihood of occurrence for each topic. Subsequently, discussions and prioritization were conducted by the ESG Team members, followed by verification by an external assurance body. The final list of "Material Topics for the 2024 Sustainability Report", including the Material Topic Identification Process and 13 identified material topics, was approved by the Board of Directors on February 17, 2025.

2.1 Sustainability Goals and SDGs

2.2 Sustainable Governance

2.3 Material Topic Identification








## Understanding Organizational Context



### ► Stakeholder Identification and Engagement<sup>2-29</sup>

Questionnaires were distributed to 222 senior executives of the Company and asked them to identify the 5 most influential stakeholders based on the AA1000 SES (2015) assessment criteria of “Dependency”, “Responsibility”, “Influence”, “Diverse Perspectives”, and “Tension”. They were then asked to rank the importance of each stakeholder from 1-9 (1 being the least important and 9 being the most important), and finally determine the importance ranking of stakeholders based on the average score.

The Company actively assesses stakeholders’ needs and expectations of Coretronic through [Annual Material Topics Questionnaires](#), [Chinese/English Sustainability Report](#), [Chinese/English Annual Report](#), [Chinese/English TCFD Report](#), [ESG Quarterly E-Newsletter](#), [Official Website](#), [Facebook fan page](#), [YouTube channel](#), [Wikipedia](#), [ESG mailbox](#), and the following diverse communication channels, which serves as important references for formulating the Company’s sustainability policies and related plans.

Stakeholders	Importance to the Company	Main Communication Channels and Frequency	Engagement Results	Concerned Topics	Corresponding Chapters/Sections in this Report
 Customers	Customer satisfaction with the Company’s products and services is critical to the Company’s sustainable operations.	<ul style="list-style-type: none"> <li>Customer satisfaction surveys (annually)</li> <li>Quarterly Business Review (QBR) meetings (quarterly)</li> <li><a href="#">Customer service mailbox</a> (as needed)</li> <li>Customer ESG audit questionnaires (annually/as needed)</li> <li>Supplier conferences hosted by customers (annually)</li> </ul>	<ul style="list-style-type: none"> <li>Average customer satisfaction score for Visual Solutions: 62 points</li> <li>Average customer satisfaction score for Energy Saving Products: 89 points</li> <li>Received a perfect score of 100 in the “Supplier RBA Audit” conducted by key brand customers for projectors</li> <li>For detailed communication results, please refer to <a href="#">Section 1.5 Customer Relations</a> of this Report</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable supply chain management</li> <li>Green process and product management</li> <li>Waste management</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">5 Sustainable Supply Chain</a></li> <li><a href="#">4.4 Green Products</a></li> <li><a href="#">4.2 Waste Management</a></li> </ul>
 Employees	Employees are the Company’s important assets and the key driving force behind its continuous growth and sustainable operations.	<ul style="list-style-type: none"> <li>Labor-management meetings at each site (quarterly)</li> <li>Employee Welfare Committee meetings (quarterly)</li> <li>Occupational Safety and Health Committee meetings (quarterly)</li> <li>Employee opinion surveys (annually)</li> <li>General affairs service satisfaction surveys (semi-annually)</li> <li>New employee forums (quarterly)</li> <li>Internal and external company websites, APP, and Line platform (as needed)</li> <li>Physical employee/8585 mailbox: <a href="mailto:8585@coretronic.com">8585@coretronic.com</a> (as needed)</li> <li>Employee 8585 hotline: +886-3-5772000#8585 (as needed)</li> <li>Departmental forums and communication meetings (as needed)</li> <li>EAP (Employee Assistance Program) services (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>Held 16 labor-management meetings at Taiwan plants</li> <li>Held 12 Employee Welfare Committee meetings</li> <li>Held 24 Occupational Safety and Health Committee meetings</li> <li>Conducted annual employee opinion survey</li> <li>Conducted 2 general affairs service satisfaction surveys</li> <li>Held 4 new employee forums</li> <li>Recorded 46 complaints</li> <li>Held 23 departmental forums and communication meetings</li> <li>EAP services utilized 32 times</li> <li>Received the TCSA “Talent Development Leadership Award”</li> <li>Ranked among the Top 100 in the “CommonWealth Talent Sustainability Award”</li> <li>Received the “Best Attractiveness Award” from 104 Job Bank’s Employer Brand Awards</li> <li>For detailed communication results, please refer to <a href="#">Section 6.4 Communication Channels</a> of this Report</li> </ul>	<ul style="list-style-type: none"> <li>Compensation and benefits</li> <li>Friendly workplace</li> <li>Labor-management relations</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">6.3 Compensation and Benefits</a></li> <li><a href="#">6.4 Communication Channels</a></li> </ul>
 Shareholders Investors	Shareholders and investors are the owners of Coretronic, and Coretronic is responsible to them.	<ul style="list-style-type: none"> <li>Shareholders’ meeting (annually)</li> <li>Earnings conference (quarterly)</li> <li>Financial reports (monthly/quarterly/annually)</li> <li>Spokesperson hotline: +886-3-5772000 #7170 (as needed)</li> <li>Stock affairs hotline: +886-3-5772000 #1542 (as needed)</li> <li>Investor Relations mailbox: <a href="mailto:ir@coretronic.com">ir@coretronic.com</a> (as needed)</li> <li>Participation in investor forums (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>Held 1 shareholders’ meeting</li> <li>Held 4 earnings conferences</li> <li>252 news exposures</li> <li>Published 41 material information announcements in Chinese and 41 in English</li> <li>Ranked in the top 5% among TPEX-listed companies in the 10th Corporate Governance Evaluation</li> <li>Ranked in the top 10% among TWSE/TPEX-listed electronics companies with market capitalization over NT\$10 billion in the 10th Corporate Governance Evaluation</li> <li>Received the “TPEX Governance Leadership Award” from TPEX</li> <li>Achieved an “A” rating in the MSCI ESG Ratings</li> <li>Received the TCSA “Transparency and Integrity Leadership Award”</li> <li>For detailed communication results, please refer to <a href="#">Section 3.1 Corporate Governance</a> of this Report</li> </ul>	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Information security</li> <li>Climate change</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">1.2 Operating Overview</a></li> <li><a href="#">3.3 Information Security Management</a></li> <li><a href="#">4.1 Climate Change Management</a></li> </ul>



Stakeholders	Importance to the Company	Main Communication Channels and Frequency	Engagement Results	Concerned Topics	Corresponding Chapters/Sections in this Report
 <p><b>Suppliers Contractors</b></p>	<p>Stable support from suppliers and contractors is critical to the Company's ability to continuously deliver quality products and services.</p>	<ul style="list-style-type: none"> <li>• Violation of professional ethics complaint mailbox/hotline: <a href="mailto:8215@coretronic.com">8215@coretronic.com</a> (as needed)</li> <li>• <a href="#">Sustainability Commitment Statement</a> (as needed)</li> <li>• RBA audits (annually)</li> <li>• Environmental risk assessments (annually)</li> <li>• Conflict minerals surveys (annually)</li> <li>• Financial risk assessments (annually)</li> <li>• Regular audits (quarterly/annually)</li> <li>• Supplier conferences (annually)</li> <li>• Outstanding Supplier Awards (annually)</li> <li>• Contractor agreement organization meetings (as needed)</li> <li>• Supplier Circularity Alliance (as needed)</li> <li>• Green Product Management System (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved "A" (Leadership Level) in CDP Supplier Engagement Assessment</li> <li>• 96% signing rate for the "Sustainability Commitment Statement"</li> <li>• 65 suppliers underwent RBA audits</li> <li>• 97 suppliers underwent environmental risk assessments</li> <li>• Conflict minerals survey response rate exceeded 99%</li> <li>• 10 suppliers underwent financial risk assessments</li> <li>• 128 suppliers underwent annual audits</li> <li>• 309 suppliers underwent quarterly reviews</li> <li>• Held 1 annual supplier conference, with 118 suppliers participating</li> <li>• Presented "Energy Saving and Carbon Reduction Contribution Award", "Sustainability Award", "Model Award", and "Outstanding Performance Award" to 52 suppliers</li> <li>• Held 68 contractor agreement organization meetings</li> <li>• 15 suppliers joined the Supplier Circularity Alliance, achieving a recycling rate of 97%</li> <li>• For detailed communication results, please refer to <a href="#">Chapter 5 Sustainable Supply Chain</a> of this Report</li> </ul>	<ul style="list-style-type: none"> <li>• Green process and product management</li> <li>• Talent cultivation</li> <li>• Sustainable supply chain management</li> </ul>	<p><a href="#">4.4 Green Products</a>  <a href="#">6.5 Talent Cultivation</a>  <a href="#">5 Sustainable Supply Chain</a></p>
 <p><b>Government</b></p>	<p>All operational activities of the Company are subject to review and supervision by relevant government regulations.</p>	<ul style="list-style-type: none"> <li>• Participation in regulatory public hearings, seminars, training courses, and forums (as needed)</li> <li>• Participation in government-hosted ESG competitions (annually)</li> </ul>	<ul style="list-style-type: none"> <li>• No major legal violations occurred</li> <li>• Selected for TPEX 200 Index, TPEX FactSet Climate Resilience Index, TPEX 50 Index, TPEX High Dividend Yield Index, TPEX Labor Employment 88 Index, TPEX Compensation Index, TIP TPEX ESG HD TR Index, TIP TPEX ESG 30 Index, and TIP TPEX ESG ML Total Return Index</li> <li>• Ranked in the top 5% among TPEX-listed companies in the 10th Corporate Governance Evaluation</li> <li>• Ranked in the top 10% among TWSE/TPEX-listed electronics companies with market capitalization over NT\$10 billion in the 10th Corporate Governance Evaluation</li> <li>• Received the "TPEX Governance Leadership Award" from TPEX</li> <li>• Received the Silver Award for the "National Enterprise Environmental Protection Awards" and the "Awards Winner for 3 consecutive Years" from the Ministry of Environment</li> <li>• Awarded the Third Prize in the "Buying Power - Social Innovation Product and Service Procurement Incentive Mechanism" by the Small and Medium Enterprise Administration, Ministry of Economic Affairs</li> <li>• Awarded "Outstanding Green Procurement Enterprise" by Hsinchu City, Miaoli County, and Tainan City governments</li> <li>• Recognized as a "Smoke-Free and Health Promotion Workplace" by Hsinchu City government</li> <li>• Recognized as an "Outstanding Employer for Hiring Persons with Disabilities" by Hsinchu City government</li> <li>• Received the "Badge of Accredited Healthy Workplace – Health Promotion" and "AED Safe Place Certification" from the Ministry of Health and Welfare</li> </ul>	<ul style="list-style-type: none"> <li>• Climate change</li> <li>• Friendly workplace</li> <li>• Green process and product management</li> </ul>	<p><a href="#">4.1 Climate Change Management</a>  <a href="#">6.3 Compensation and Benefits</a>  <a href="#">4.4 Green Products</a></p>



### ► Collect Sustainability Issues

Referring to standards and guidelines such as the GRI Standards, Responsible Business Alliance Code of Conduct (RBA), Task Force on Climate-related Financial Disclosures (TCFD), Science Based Targets initiative (SBTi), Carbon Disclosure Project (CDP), Sustainability Accounting Standards Board (SASB) Sustainability Indicators, United Nations Sustainable Development Goals (SDGs), and International Human Rights Conventions, as well as the key sustainability topics of benchmark companies in the sustainability field, the optoelectronics industry, the electronics manufacturing industry, and stakeholder concerns, Coretronic compiled a list of annual sustainability issues to serve as the core framework for the development of questionnaires and interviews.

## Identify Actual and Potential Impacts

Following the definition of “impact” under the GRI Universal Standards (2021), Coretronic identified the actual and potential impacts of its 23 sustainability issues on the economy, environment, and people (including human rights). This assessment covers impacts that may be actual or potential, positive or negative, short-term or long-term, intentional or unintentional, and reversible or irreversible.

## Assess the Significance of Impacts

Using the Company’s daily operations as the reference background, Coretronic evaluated the 23 sustainability issues by scoring the positive impact level (benefit), negative impact level (severity), and the likelihood of occurrence for both positive and negative impacts.

- **Unidirectional Quantitative Survey:** Collected responses from 222 senior executives and 692 stakeholders through the “Annual ESG Questionnaire”, and from 16 ESG Committee members through the “Annual Identification and Evaluation of Material Topics Questionnaire”.
- **Bidirectional Qualitative Survey:** Conducted 2 rounds of interviews with the ESG Team under the ESG Committee.

## Prioritization and Approval of Material Topics

### ► Screening of Material Topics

1. Based on the results of the “Annual ESG Questionnaire” and the “Annual Identification and Evaluation of Material Topics Questionnaire”, Coretronic screened each sustainability issue by evaluating its positive and negative “impact level” and “likelihood of occurrence”.
2. Sustainability issues with both a high positive impact level and a high likelihood of occurrence (both scores  $\geq 8.5$ ) were selected as “Positive Impact Topics”, while issues with both a high negative impact level and a high likelihood of occurrence (both scores  $\geq 8.5$ ) were selected as “Negative Impact Topics”. The selected positive and negative impact topics together constituted the “Material Topics”.

### ► Prioritization of Material Topics

1. The weighted total scores for negative impact level (with an additional weighting of 0.1 for people-related issues) and the scores for positive impact level were each ranked from highest to lowest.
2. Material topics were first prioritized based on the weighted total scores for negative impact level.
3. Positive impact topics were then added to the ranking, with priority still given to topics with higher negative impact weighted scores; in the case of a tie, the topic with the higher positive impact score was prioritized.

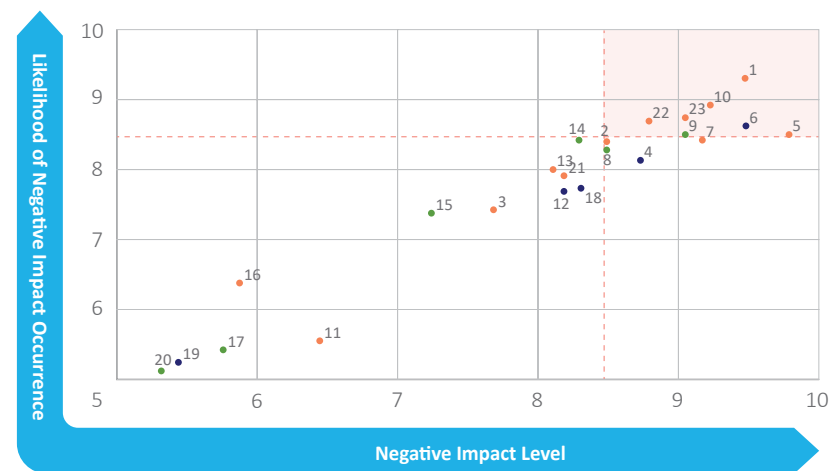
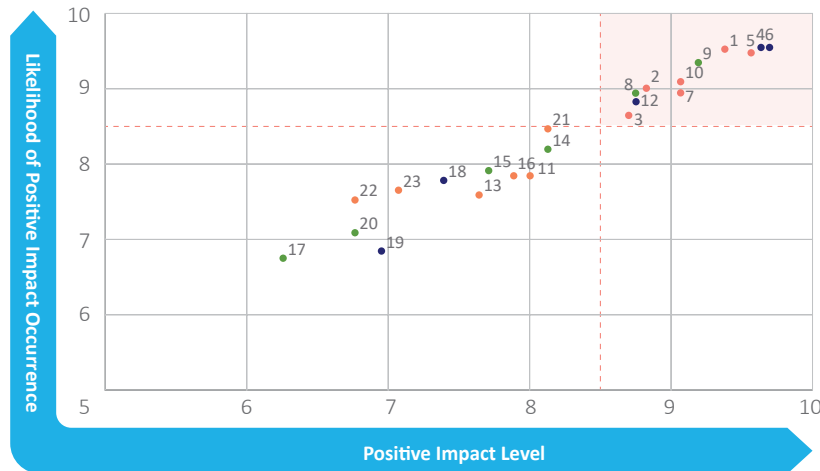
### ► Approval of Material Topics

1. Interviews were conducted with members of the ESG Team under the ESG Committee to discuss the Company’s previous year’s actual operational performance and the implementation of management strategies, after which the annual material topics were determined.
2. The material topics were verified in collaboration with a third-party verification company.
3. The material topics were submitted to the Board of Directors for approval and were formally approved on February 17, 2025, as the “Material Topics for the 2024 Sustainability Report”.
4. Relevant targets and strategies were established for each material topic.





## Material Topics Identification Results <sup>3-2</sup>



▲ Sustainability issues with both a “Positive Impact Level” score and a “Likelihood of Positive Impact Occurrence” score  $\geq 8.5$ , or both a “Negative Impact Level” score and a “Likelihood of Negative Impact Occurrence” score  $\geq 8.5$ , are identified as the material topics for the year. ▲

● Economic Aspect    
 ● Environmental Aspect    
 ● People (Human Rights Aspect)

- |  |   |  |   |
|--|---|--|---|
| <span style="color: blue;">1</span> Compensation and Benefits        | <span style="color: green;">7</span> Labor-Management Relations           | <span style="color: orange;">13</span> Anti-Discrimination           | <span style="color: blue;">19</span> Local Procurement                  |
| <span style="color: blue;">2</span> Friendly Workplace               | <span style="color: green;">8</span> Green Process and Product Management | <span style="color: orange;">14</span> Waste Management              | <span style="color: green;">20</span> Water Resource Management         |
| <span style="color: orange;">3</span> Talent Cultivation             | <span style="color: green;">9</span> Climate Change                       | <span style="color: green;">15</span> Raw Materials Management       | <span style="color: orange;">21</span> Customer Relationship Management |
| <span style="color: blue;">4</span> Innovative R&D Management        | <span style="color: orange;">10</span> Information Security               | <span style="color: orange;">16</span> Diverse Workforce Composition | <span style="color: orange;">22</span> Prohibition of Forced Labor      |
| <span style="color: orange;">5</span> Occupational Health and Safety | <span style="color: orange;">11</span> Social Welfare and Participation   | <span style="color: green;">17</span> Biodiversity                   | <span style="color: orange;">23</span> Prohibition of Child Labor       |
| <span style="color: blue;">6</span> Economic Performance             | <span style="color: blue;">12</span> Sustainable Supply Chain Management  | <span style="color: blue;">18</span> Anti-Corruption                 |   |

### 【 Top 3 Positive Impact Issues 】

Code	Positive Issues
<span style="color: blue;">6</span>	Economic Performance
<span style="color: blue;">4</span>	Innovative R&D Management
<span style="color: orange;">5</span>	Occupational Health and Safety

### 【 Top 3 Negative Impact Issues 】

Code	Negative Issues
<span style="color: orange;">5</span>	Occupational Health and Safety
<span style="color: orange;">1</span>	Compensation and Benefits
<span style="color: blue;">6</span>	Economic Performance

### 【 13 Material Topics for 2024 】

Ranking	Code	Material Topics	Change in Ranking (Compared to Previous Year)
1	<span style="color: orange;">5</span>	Occupational Health and Safety	-
2	<span style="color: orange;">1</span>	Compensation and Benefits	Up 2 places
3	<span style="color: blue;">6</span>	Economic Performance	-
4	<span style="color: orange;">10</span>	Information Security	Down 2 places
5	<span style="color: orange;">23</span>	Prohibition of Child Labor	New
6	<span style="color: green;">9</span>	Climate Change	-
7	<span style="color: orange;">22</span>	Prohibition of Forced Labor	New
8	<span style="color: orange;">7</span>	Labor-Management Relations	Down 1 place
9	<span style="color: blue;">4</span>	Innovative R&D Management	Down 4 places
10	<span style="color: orange;">2</span>	Friendly Workplace	Up 1 place
11	<span style="color: green;">8</span>	Green Process and Product Management	Down 3 places
12	<span style="color: blue;">12</span>	Sustainable Supply Chain Management	New
13	<span style="color: orange;">3</span>	Talent Cultivation	Down 1 place

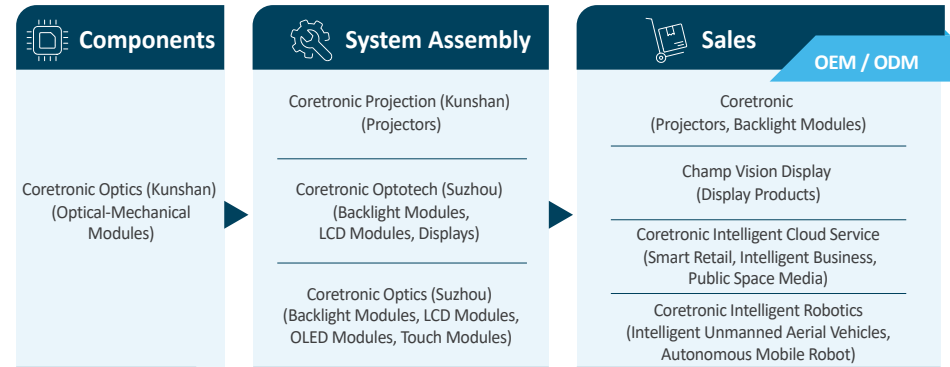
Note: The material topic “Waste Management” was removed for 2024.

## Material Topics Boundary<sup>2-2, 2-6</sup>

This Report is based on the organizational structure of affiliated companies and the internal supply chain (as shown in the diagram below) from the [2024 Consolidated Business Report of Affiliated Companies](#), serving as the foundation for the identification of material topics. It further identifies material topics for companies with substantial production, in which the company holds more than 50% ownership, have a significant economic, environmental and social impact on the Company, have upstream or downstream relationships with the Company, and where the Company can control the operations of non-controlling and venture capital investees.

The scope of this Report includes: Coretronic's Taiwan Plants (Headquarters, Chunan Plant, Tainan Plant 1, Tainan Plant 2), Coretronic's China plants (Kunshan plants: Coretronic Projection (Kunshan), Coretronic Optics (Kunshan); Wujiang plants: Coretronic Optotech (Suzhou), Coretronic Optics (Suzhuo)), and subsidiaries in Taiwan (Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics).

Furthermore, for identifying material topics outside the organization, Coretronic selected stakeholders with high importance and high relevance to the Company's daily operations from 5 stakeholder groups, including customers, and suppliers/contractors, to conduct the identification.



▲ Coretronic internal supply chain

Material Topics	Specific Topics	Boundary Corresponding Sections	Within the Organization					Outside the Organization	
			Coretronic		Champ Vision Display	Coretronic Intelligent Cloud Service	Coretronic Intelligent Robotics	Customer	Supplier Contractor
			Taiwan	China	Taiwan	Taiwan	Taiwan		
Occupational Health and Safety	Occupational Health and Safety	6.6 / 6.7	●	●	●	●	●	-	●
Compensation and Benefits	Market Presence	6.3	●	●	●	●	●	-	-
	Diversity and Equal Opportunity	6.3	▲	▲	-	-	-	-	-
Economic Performance	Economic Performance	1.2	●	●	●	●	●	-	-
Information Security	Customer Privacy	3.3	●	●	●	●	●	-	-
Prohibition of Child Labor	Child Labor	6.2	●	●	●	●	●	-	●
Climate Change	Energy	4.1	●	●	●	●	●	-	-
	Emissions	4.1	●	●	●	●	●	-	-
Prohibition of Forced Labor	Forced or Compulsory Labor	6.2	●	●	●	●	●	-	●
Labor-Management Relations	Labor/Management Relations	6.4	●	●	●	●	●	-	-
Innovative R&D Management	Economic Performance	1.3 / 1.4	●	●	●	●	●	-	-
Friendly Workplace	Employment	6.1 / 6.3	●	●	●	●	●	-	-
Green Process and Product Management	Energy	4.4	●	●	●	-	○	-	●
	Emissions	4.4	●	●	●	-	○	-	●
Sustainable Supply Chain Management	Supplier Environmental Assessment	5.1 / 5.2	●	●	●	○	○	-	●
	Supplier Social Assessment	5.1 / 5.2	●	●	●	○	○	-	●
Talent Cultivation	Training and Education	6.5	●	●	●	●	●	-	-

● : Material and fully disclosed in this Report ; ▲ : Partially disclosed ; ○ : Information not fully collected and cannot be disclosed ; - : Not applicable

## Material Topics Management Approaches<sup>3-3</sup>

### ► Environmental Aspect

Baseline Year: 2021

Material Topics and SDGs	Significance	Impact	Strategies	Indicators	Goals for 2024	2024 Performance	Achievement Status	Short-term Goals (2025)	Mid-term Goals (2026~2028)	Long-term Goals (2029~2031)	Mitigation Measures Corresponding Sections
Climate Change 	Robust mitigation and adaptation strategies can enhance organizational climate resilience and reduce the impacts of climate change	<b>Positive, actual</b> In the face of the impacts brought about by climate change, actively manage climate-related risks and opportunities, thereby strengthening the the Company's operational resilience	<ul style="list-style-type: none"> <li>SBT targets and roadmap</li> <li>Establishment of solar power generation systems</li> <li>Implementation of ISO 50001</li> <li><a href="#">Environmental Sustainability Policy</a></li> <li>Participation in domestic and international environmental initiatives</li> <li>Implementation of carbon reduction actions and measures</li> </ul>	Absolute greenhouse gas reduction ratio (scope 1 and 2)	13.8%	51%		18.3%	32%	45.8%	<a href="#">4.1 Climate Change Management</a>
				Electricity intensity reduction ratio	6%	15%		7%	10%	13%	
				The ratio of renewable energy in annual electricity consumption	13%	15%		15%	21%	27%	
Green Process and Product Management 	Implementing green processes and developing green products to align with international trends and customer requirements	<b>Positive, potential</b> Leading sustainability through innovation by integrating green thinking into technology development and manufacturing processes to reduce product environmental impact and create new profit opportunities for the Company	<ul style="list-style-type: none"> <li>Establishment of Green Product Team within each business group</li> <li>Self-developed and deployed product carbon footprint platform</li> <li>Regular self-audits and reviews of product carbon footprint emissions</li> <li>Implementation of ISO 14067 verification for designated products upon customer request</li> <li>Adoption of green design, raw materials, and manufacturing solutions</li> <li>Adoption of IECQ QC 080000</li> </ul>	Product carbon footprint inventory	<ul style="list-style-type: none"> <li>Establish product carbon footprint platform</li> <li>Conduct carbon footprint self-audits for specific products</li> <li>Obtain ISO 14067 verification for 5 products</li> </ul>	<ul style="list-style-type: none"> <li>Completed establishment of product carbon footprint platform – “Material Coefficient Database”</li> <li>Conducted carbon footprint self-audit for 14-inch backlight module</li> <li>Obtained ISO 14067 verification for 5 products</li> </ul>		<ul style="list-style-type: none"> <li>Completed establishment of product carbon footprint platform</li> <li>Conduct carbon footprint self-audit for specific products</li> <li>Obtain ISO 14067 verification</li> </ul>	<ul style="list-style-type: none"> <li>Launch product carbon footprint platform</li> <li>Conduct carbon footprint self-audits for new products</li> </ul>	Conduct carbon footprint self-audits for all products	<a href="#">4.4 Green Products</a>
				Shipment ratio of mainstream and commercial projectors using post-consumer recycled plastic (PCR)	10%	12%		10%	15%	30%	
				Shipment ratio of mainstream and smart projectors using eco-friendly cushioning materials	66%	90%		66%	74%	75%	
				Shipment ratio of projectors using FSC-certified or recycled pulp cartons	50%	96%		50%	75%	92%	
				Power consumption reduction ratio for high-efficiency backlight modules	5%	5.3%		5%	10%	10%	
				Adoption rate of recycled aluminum materials in newly developed laptop models	3%	3.8%		3%	4%	6%	



## ► Social Aspect

Material Topics and SDGs	Significance	Impact	Strategies	Indicators	Goals for 2024	2024 Performance	Achievement Status	Goals for 2025	Goals for 2026	Goals for 2027	Mitigation Measures Corresponding Sections
Occupational Health and Safety 	Providing employees with a safe working environment and maintaining their physical and mental health to enable them to work with peace of mind and achieve outstanding results	<b>Negative, actual</b> Workplace hazard incidents may affect the Company reputation, decrease stakeholders' trust in the Company and increase the Company's personnel and operating costs	<ul style="list-style-type: none"> <li>Occupational Safety and Health Policy</li> <li>Review occupational injury incidents regularly and propose preventive improvement measures</li> <li>Conduct disaster response drills</li> </ul>	Number of occupational injuries (excluding traffic accidents)	Taiwan	5 cases	5 cases	5 cases	4 cases	4 cases	<a href="#">6.7 Safe Working Environment</a>
					China	10 cases	5 cases	10 cases	10 cases	10 cases	
				Number of occupational injuries for contractors(excluding traffic accidents)		0 cases	0 cases	0 cases	0 cases	0 cases	
				Number of health promotion activities held	China	4 events	12 events	8 events	10 events	10 events	
Compensation and Benefits 	A sound compensation and benefits package is the core foundation for employees to both live and work happily	<b>Positive, actual</b> Offer competitive market-level compensation to effectively recruit and retain target talents	Comprehensively evaluate past performance and future potential, refer to market competitiveness and internal job balance, and provide a motivating level of compensation	Number of annual salary structure reviews		1 time	1 time	1 time	1 time	1 time	<a href="#">6.3 Compensation and Benefits</a>
				Number of annual salary adjustments		1 time	1 time	1 time	1 time	1 time	
				Number of promotion salary adjustments		2 times	2 times	2 times	2 times	2 times	
Information Security 	A comprehensive information security management and customer privacy protection policy effectively enhances customer trust, making long-term cooperative relationships more solid and close	<b>Negative, actual</b> Yet to establish a robust information security management system, may lead to the leakag-e of confidential information of the Company and its customers, consequently damaging company reputation	In accordance with ISO 27001, improve information security mechanisms from six major aspects: network security, host security, application system security, equipment security, operational analysis, and information security management	ISO 27001 coverage ratio (companies within the scope of this Report)	Taiwan	75%	100%	100%	100%	100%	<a href="#">3.3 Information Security Management</a>
				Number of network service interruptions in data rooms	Taiwan	Less than 4 times	0 times	Less than 4 times	Less than 4 times	Less than 4 times	
				Number of critical business system service interruptions	Taiwan	Less than 2 times	0 times	Less than 2 times	Less than 2 times	Less than 2 times	
				Number of important system vulnerability scans performed annually	Taiwan	1 time	1 time	1 time	1 time	1 time	
				Number of important system data backups performed annually	Taiwan	2 times	2 times	2 times	2 times	2 times	

1: The "Wisdom Generation" refers to employees aged over 45.

Material Topics and SDGs	Significance	Impact	Strategies	Indicators	Goals for 2024	2024 Performance	Achievement Status	Goals for 2025	Goals for 2026	Goals for 2027	Mitigation Measures Corresponding Sections	
Prohibition of Child Labor 	To safeguard the physical and mental well-being and healthy development of minors, the employment/use of workers under the age of 16 is strictly prohibited	<b>Negative, potential</b> The use of workers under the age of 16 not only violates regulations but also requires the Company to bear related costs for the child's medical care and education	<ul style="list-style-type: none"> <li>Sign the "Human Rights Policy"</li> <li>Establish internal procedures to ensure robust prevention and remediation mechanisms</li> <li>Conduct human rights education and training to raise awareness among all employees</li> <li>Establish a dedicated Social Responsibility Team and conduct third-party verification to ensure implementation effectiveness</li> </ul>	Human Rights Policy signing rate	100%	100%		100%	100%	100%	<a href="#">6.2 Human Rights Management</a>	
				Number of incidents involving the employment/use of child labor	0 cases	0 cases		0 cases	0 cases	0 cases		
				Number of Social Responsibility Team meetings <sup>2</sup>	Taiwan	1 time	1 time		2 times	2 times		2 times
				Annual labor and human rights risk assessment coverage	Coretronic (China and Vietnam plants)	Coretronic (China and Vietnam plants)		Entire Group	Entire Group	Entire Group		
Prohibition of Forced Labor 	Prohibiting forced labor ensures a safe and secure work environment while protecting employees' rights and interests	<b>Negative, potential</b> Forced labor violates workers' autonomy, harms their health, and undermines the Company's long-term operational performance	<ul style="list-style-type: none"> <li>Sign the "Human Rights Policy"</li> <li>Establish internal procedures clearly defining the scope of forced labor and providing employee communication channels</li> <li>Conduct human rights education and training to raise awareness among all employees</li> <li>Establish a dedicated Social Responsibility Team and conduct third-party verification to ensure implementation effectiveness</li> </ul>	Human Rights Policy signing rate	100%	100%		100%	100%	100%	<a href="#">6.2 Human Rights Management</a>	
				Number of forced labor incidents	0 cases	0 cases		0 cases	0 cases	0 cases		
				Number of Social Responsibility Team meetings <sup>2</sup>	Taiwan	1 time	1 time		2 times	2 times		2 times
				Annual labor and human rights risk assessment coverage	Coretronic (China and Vietnam plants)	Coretronic (China and Vietnam plants)		Entire Group	Entire Group	Entire Group		
Labor-Management Relations 	Companies and employees need to work together to create a positive labor-management relationship of mutual trust	<b>Positive, potential</b> Positive labor-management relations can promote mutual trust, reduce communication costs, and improve operational efficiency	Continuously communicate in a two-way and protected manner with colleagues through various channels, and actively address issues	Number of employee opinion surveys conducted annually	At least 1 time	1 time		At least 1 time	At least 1 time	At least 1 time	<a href="#">6.4 Communication Channels</a>	
				Number of labor-management meetings	Taiwan	4 times per plant	16 times		4 times per plant	4 times per plant		4 times per plant
				Number of topic-based forums held	Wujiang	2 times	6 times		2 times	2 times		2 times
					Kunshan	4 times	7 times		4 times	4 times	4 times	











2: The "Labor and Ethics Management Review Meeting" was renamed the "Social Responsibility Team Meeting" in 2024.



Material Topics and SDGs	Significance	Impact	Strategies	Indicators	Goals for 2024	2024 Performance	Achievement Status	Goals for 2025	Goals for 2026	Goals for 2027	Mitigation Measures Corresponding Sections	
Friendly Workplace 	Creating a more friendly workplace atmosphere to promote work-life balance	Positive, actual Employees working in a friendly workplace can enhance their sense of belonging and confidence in the Company, and improve work efficiency	Provide diversified welfare programs, making every effort to create a happy workplace that employees would appreciate	Number of HR-related awards or certifications obtained	Taiwan	At least 1	<ul style="list-style-type: none"> <li>“Best Attractiveness Award” from 104 Job Bank’s Employer Brand Awards</li> <li>“Best Employer Silver Award” by 1111 Job Bank</li> <li>Sports Administration, Ministry of Education “Sports Enterprise Certification”</li> <li>“Smoke-Free and Health Promotion Workplace” by Hsinchu City government</li> <li>TCSA “Talent Development Leadership Award”</li> <li>CHR “Corporate Health Responsibility” – Silver Award</li> </ul>	✓	At least 1	At least 1	At least 1	
				New hire retention rate	Taiwan	85%	89%	✓	85%	85%	85%	<a href="#">6.3 Compensation and Benefits</a>
				Number of employee care and welfare events	Kunshan	6	14	✓	6	6	6	
				Number of employee care events		4	7	✓	4	4	4	
				Satisfaction score for employee care activities	Wujiang	9.5 points	9.5 points	✓	9.5 points	9.5 points	9.5 points	
Talent Cultivation 	Build a diverse and evolving training system to continuously enhance the competitiveness of employees and supervisors	Positive, actual A comprehensive and diverse training mechanism effectively improves employee competitiveness, work efficiency, and goal achievement	Continue building a well-rounded career roadmap and learning blueprint to cultivate management talent	Number of annual training needs survey		1 time	1 time	✓	1 time	1 time	1 time	
				Average training hours per employee	Taiwan	20 hours	29.4 hours	✓	22 hours	24 hours	26 hours	<a href="#">6.5 Talent Cultivation</a>
					China	9 hours	14.3 hours	✓	9 hours	9 hours	9 hours	



## ► Economic Aspect

Material Topics and SDGs	Significance	Impact	Strategies	Indicators	Goals for 2024	2024 Performance	Achievement Status <sup>1</sup>	Goals for 2025	Goals for 2026~2027	Mitigation Measures Corresponding Sections
Economic Performance 	The Company aims to pursue the greatest interests of all shareholders and employees, and to achieve the mission of “technology-rooted, sustainable operations”	<b>Positive, actual</b> Good economic performance, increasing stakeholders’ trust and willingness to invest in the Company	<ul style="list-style-type: none"> <li>Deeply cultivate innovative display solutions, and focus on comprehensive solutions for cloud services, artificial intelligent and various intelligent domains</li> <li>Steady profitability, sustainable operations</li> </ul>	Consolidated gross profit margin annual budget	More than 18%	Due to continued global economic downturn and changes in product mix, the 2024 consolidated gross profit margin was 17.8%		More than 18%	<ul style="list-style-type: none"> <li>Advance global expansion</li> <li>Promote development of new business units within the Group</li> </ul>	<a href="#">1.2 Operating Overview</a>
				Net profit attributable to parent company shareholders annual budget	More than 3%	Due to gross margin decline from product mix changes, the net profit attributable to parent company shareholders was 2.1%		More than 2%		
Innovative R&D Management 	Continuous innovation and R&D are key drivers for organizational advancement and sustainable corporate development	<b>Positive, actual</b> Develop products with high-tech contexts, increasing product sales	Deeply cultivate core technologies and expand key technologies in cross-application domains	Strengthen the global competitive advantage in display technology	<ul style="list-style-type: none"> <li>Develop high-value display products with energy-saving, privacy protection, and high dynamic contrast features</li> <li>Focus R&amp;D on high value-added products and diversified visual solutions</li> </ul>	<ul style="list-style-type: none"> <li>Successfully developed and launched a series of display products featuring energy-saving, privacy protection, and high dynamic contrast, such as new IML series LGPs, high-efficiency thick LGPs, front light guides, 6th-generation switchable NB privacy modules, and uni-/bi-directional privacy displays for automotive and industrial applications</li> <li>Completed development of high value-added products and diverse visual solutions, including a 5,000-lumen cinema-grade laser projector and smart projectors integrated with smart home devices for intelligent ecosystems</li> </ul>		<ul style="list-style-type: none"> <li>Develop more advanced and forward-looking display products</li> <li>Develop AIoT trend-driven applications</li> </ul>	<ul style="list-style-type: none"> <li>Deliver one-stop services from design to production for high-end and niche products, and create green designs aligned with ESG trends</li> <li>Integrate image recognition, AI, cloud value-added services, smart software development, and system integration to build complete projection solutions</li> </ul>	<a href="#">1.3 Product Innovation</a>
				R&D expenditure as a percentage of consolidated revenue	6%	7.20%		6%	6%	
				Protect intellectual property rights	Actively apply for invention patents	Rank among the Top 100 corporate invention patent applicants in Taiwan	<ul style="list-style-type: none"> <li>Ranked 72nd among corporate invention patent applicants in Taiwan</li> <li>Ranked 80th in Clarivate’s Top 100 Global Innovators™</li> </ul>		Rank among the Top 100 corporate invention patent applicants in Taiwan	Rank among the Top 100 corporate invention patent applicants in Taiwan
Sustainable Supply Chain Management 	Pursuing “sustainable prosperity” with supplier partners is a critical element of corporate sustainability	<b>Positive, potential</b> Implementing sustainable supply chain management can reduce risks and ensure continuous business operations	Follow standards, conduct risk assessments, perform regular audits, provide training and coaching, hold annual supplier conferences, and recognize outstanding suppliers	Sustainability Commitment Statement signing rate	87%	96%		90%	90%	<a href="#">5.2 Responsible Supply Chain Management</a>
				Number of annual RBA audits conducted	50 suppliers	65 suppliers		50 suppliers	50 suppliers	

1: Please refer to [Section 3.2 Risk Management](#) of this Report for explanations of unmet goals and corresponding response measures.

Chapter

# 03

## Corporate Governance

- 3.1 Governance Organization
- 3.2 Risk Management
- 3.3 Information Security Management
- 3.4 Ethical Corporate Management

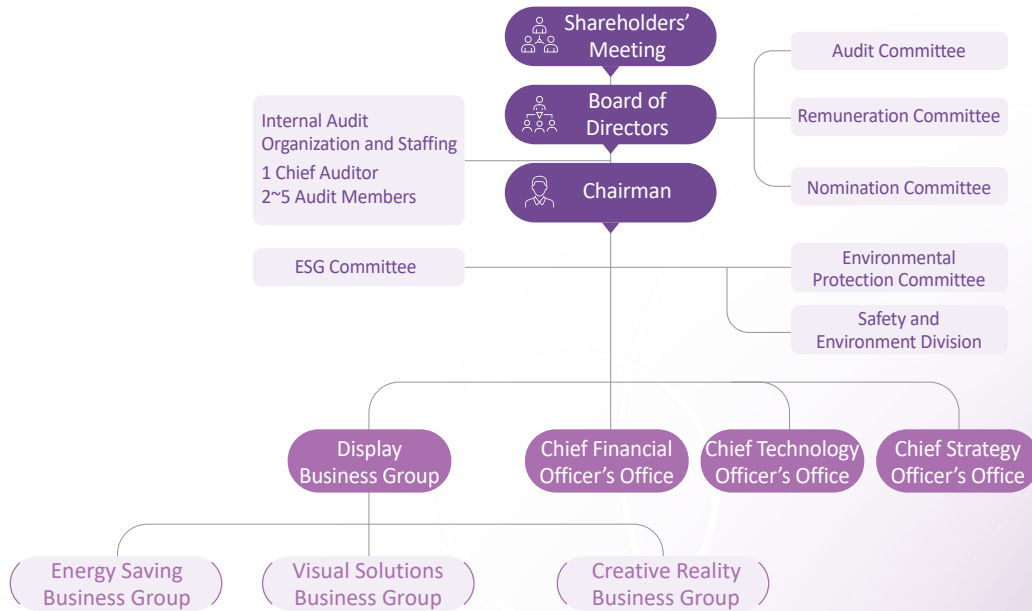
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## 3.1 Governance Organization

- 3.1 Governance Organization
- 3.2 Risk Management
- 3.3 Information Security Management
- 3.4 Ethical Corporate Management

Coretronic adheres to the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” as the guiding framework for its corporate governance operations. Coretronic complies with relevant laws and regulations regarding corporate governance and internal management mechanisms. It ensures operational and financial information transparency, prioritizes shareholder rights, and strengthens supervision and management of the Company’s operations through the Board of Directors. Additionally, Coretronic has established an Audit Committee, Remuneration Committee, and Nomination Committee to facilitate the Board’s execution of its responsibilities.

To ensure the rights of shareholders, Coretronic not only discloses the Company’s financial-related information and corporate governance information through the company website and the Market Observation Post System (MOPS), but also assigns both spokespersons and deputy spokespersons to handle shareholder suggestions or disputes. The Company has implemented a spokesperson system and assigned dedicated personnel to collect and disclose company information, fulfilling its legal obligations and responsibilities for information disclosure.



### Board of Directors <sup>2-9, 2-12, 2-16, 2-19</sup>

The Board of Directors is the highest governing and decision-making unit for major operational decisions of the Company. Its responsibilities include appointing and overseeing the Company’s management, monitoring operational performance, preventing conflicts of interest, and ensuring that the Company complies with various laws, company charters, and resolutions passed at the shareholders’ meeting in exercising its powers and striving to maximize shareholders’ interests.

The Board of Directors convenes at least once every quarter, during which the Company’s management team presents reports on operational performance. The Board then deliberates on future business strategies and other major policies.

The Board has established three functional committees: the Audit Committee, the Remuneration Committee, and the Nomination Committee. Resolutions from these committees are submitted to the Board for discussion, allowing the Board to perform its oversight responsibilities more effectively and enhance shareholder value. Additionally, according to the “Regulations Governing Procedure for Board of Directors Meetings”, major issues related to governance, the economy, society, and investment must be approved by the Board. In 2024, a total of 33 resolutions were passed by the Board, of which 7 were ESG-related.

To strengthen the association between business operations and sustainability, and to meet the requirements of domestic and international ratings and awards, the Company officially incorporated sustainability performance into the performance evaluation metrics for senior management in 2024. Sustainability indicators, categorized into governance (e.g., corporate governance evaluations, product R&D and patent portfolio, sustainable supply chain), environment (e.g., green product design and development, use of low-carbon materials), and society (e.g., social inclusion projects, diverse communication channels), are used as benchmarks. KPI scores for senior management are weighted by ±15% based on performance that exceeds, meets, or falls behind expectations. ESG performance will be linked to senior management compensation, with results to be disclosed in 2025.





## ► Board Members 2-9, 2-10, 2-11, 2-15

Title	Name	Gender	Age	Years of Service as Independent Director	Main Educational Background and Experience	Current Position at Coretronic	Attendance Rate	Term of Office
Chairman	Wade Chang	Male	71~80	-	<ul style="list-style-type: none"> <li>Master of NTU-Fudan EMBA, National Taiwan University</li> <li>Chairman, Coretronic Corporation</li> </ul>	Managerial Officer	100%	
Director	Representative of Hsun Chieh Investment Ltd.: Tai-Shung Ho	Male	61~70	-	<ul style="list-style-type: none"> <li>Master of Electrical Engineering, National Tsing Hua University</li> <li>Chairman, Novatek Microelectronics Corporation</li> </ul>	None	100%	
Director	Representative of Hanns Prosper Investment Corporation: Yu-Chi Chiao	Male	61~70	-	<ul style="list-style-type: none"> <li>Doctor of Business Administration, City University of Hong Kong Doctor of Business Administration, Fudan University</li> <li>Chairman and President, HannStar Display Corp.</li> </ul>	None	80%	
Director	Han-Ping D. Shieh	Male	71~80	-	<ul style="list-style-type: none"> <li>Ph.D. in Electrical and Computer Engineering, Carnegie Mellon Univ.</li> <li>Life Chair Professor, National Yang Ming Chiao Tung Univ. (NYCU)</li> </ul>	None	100%	June 10, 2022 to June 9, 2025
Independent Director	Hsing-Yi Chow	Male	61~70	3~9 years	<ul style="list-style-type: none"> <li>Ph.D. in Business, Indiana University-Bloomington, US</li> <li>Emeritus Professor, Department of Finance, National Chengchi University</li> </ul>	None	100%	
Independent Director	Audrey Tseng	Female	61~70	Less than 3 years	<ul style="list-style-type: none"> <li>Master of Business Administration, Executive MBA of National Taiwan University and Fudan University</li> <li>Advisory member, Bio Taiwan Committee</li> </ul>	None	100%	
Independent Director	Hung-Pin Ku	Male	41~50	Less than 3 years	<ul style="list-style-type: none"> <li>BS in Law, National Taipei University</li> <li>Lawyer, KU, HUNG PIN Law Firm</li> </ul>	None	100%	

According to the “Candidate Nomination Measure” stated in the Company’s Articles of Incorporation, directors are elected at the shareholders’ meeting from a list of nominated candidates. Following the Company’s “Corporate Governance Best Practice Principles”, the composition of the Board of Directors should take diversity into consideration. Apart from the Company’s President not being permitted to serve as a board director, appropriate diversity guidelines should be formulated based on the Company’s operations, business model, and development needs, which should include but not be limited to the following two major aspects:

1. Basic Criteria and Values: Gender, age, nationality, and culture
2. Professional Knowledge and Skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional expertise, and industry experience

Specific management objectives and achievements of the Company’s diversity policy:

Management Objectives	Achievement Status
Directors who concurrently serve as managerial officers of the Company shall not exceed one-third of the total number of board members	Achieved
Addition of a female director	Achieved
The maximum term of independent directors shall not exceed nine consecutive years	Achieved

3 seats



**Independent Director  
Ratio 43%**



**Female Director  
Ratio 14%**



**Board Meetings  
Convened 5 times**



**Average Attendance  
Rate of Directors 97%**

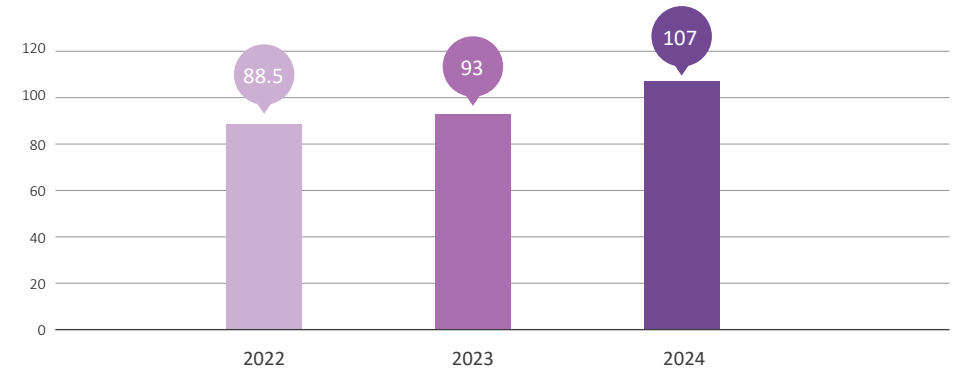
As Chairman, Wade Chang is expertise in business management, leadership decision-making, and foresight industrial trend, which is evidently beneficial to the Company’s operational development. He concurrently serves as a managerial officer and provides professional opinions at the Board of Directors meetings. Regulations Governing Procedure for Board of Directors Meetings include provisions for directors to recuse themselves from potential conflicts of interest. If a director has a personal or representative interest related to a legal entity in a meeting agenda item, they should disclose the key content of their personal interest at the current Board of Directors meeting. If the interest is deemed detrimental to the Company’s interests, the director shall neither participate in the discussion or voting nor act on behalf of other directors to exercise their voting rights. Additionally, the Company has appointed three independent directors, providing advice based on their expertise and experience. When deliberating any agenda items, the Board of Directors must duly consider the opinions of the independent directors, and the reasons for their consent or dissent shall be recorded in the minutes of the board meeting. Furthermore, none of the board members hold any cross-shareholdings with major suppliers.

## ► Education of Directors <sup>2-17</sup>

To enhance all directors' competencies in sustainable management and corporate governance, and to ensure effective oversight of sustainability-related strategies, risks, and opportunities, the Company arranges regular training programs for the Board of Directors each year. In 2024, the directors completed a total of 107 training hours. Among these, the sustainability-related courses included, but were not limited to the following. For details of other training programs, please refer to pages 38~39 of the [2024 Annual Report](#).

- New Energy Era
- Succession plan launched-employee reward plan and equity inheritance
- Financial Consumer Protection Law and the Principle of Fair Hospitality (Course content includes "Financial Friendliness and the Convention on the Rights of Persons with Disabilities")
- The Development and Prospects of Taiwan's Cable Industry and Creating a Friendly Workplace (including Sexual Harassment Prevention)
- Ways to Strengthen Corporate Sustainability: Create Positive Corporate Value through Diversified Controls
- Information security threat trends and crisis management
- How the Board of Directors Reviews the ESG Report
- Board of Directors Information Security Governance Oversight Strategy
- Corporate Governance and Securities Regulations
- 2024 Corporate Governance Forum: New Challenges for Corporate Governance Managers

Annual Directors Training Hours



## ► Board Performance Evaluation <sup>2-18</sup>

The Company's Board of Directors has established the "Rules for Performance Evaluation of the Board of Directors" in April 2018, revised in October 2019 and disclosed on the Company's website. An internal evaluation of the performance of the Board of Directors, individual board members, and each functional committee is conducted annually through a self-assessment questionnaire. The evaluation unit is responsible for this process, with the evaluation period spanning from January 1 to December 31, 2024. The results are then submitted to the Board of Directors. Additionally, an external performance evaluation of the Board is conducted by an independent third-party professional institution at least once every three years and reported to the Board. The most recent external evaluation was conducted in 2023 and disclosed in the 2023 Sustainability Report.

The results of the 2024 internal evaluations were reported to the Board of Directors in March 2025 and will serve as a reference for continuously enhancing the functions of the Board, functional committees, determining individual director compensation and nominating directors for reappointment.

Evaluation Subject	Board of Directors	Individual Directors	Remuneration Committee	Audit Committee	Nomination Committee
Self-Evaluation Criteria	<ul style="list-style-type: none"> <li>• Level of participation in company operations</li> <li>• Improvement of board decision-making quality</li> <li>• Composition and structure of the board</li> <li>• Director selection and continuing education</li> <li>• Internal control</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of company goals and mission</li> <li>• Awareness of director responsibilities</li> <li>• Level of participation in company operations</li> <li>• Management and communication of internal relationships</li> <li>• Director expertise and continuing education</li> <li>• Internal control</li> </ul>	<ul style="list-style-type: none"> <li>• Level of participation in company operations</li> <li>• Awareness of committee responsibilities</li> <li>• Improvement of committee decision-making quality</li> <li>• Committee composition and member selection</li> <li>• Internal control</li> </ul>	<ul style="list-style-type: none"> <li>• Level of participation in company operations</li> <li>• Awareness of committee responsibilities</li> <li>• Improvement of committee decision-making quality</li> <li>• Committee composition and member selection</li> <li>• Internal control</li> </ul>	<ul style="list-style-type: none"> <li>• Level of participation in company operations</li> <li>• Awareness of committee responsibilities</li> <li>• Improvement of committee decision-making quality</li> <li>• Committee composition and member selection</li> </ul>
Evaluation Result	Overall score: 4.6 out of 5-point scale	Overall score: 4.7 out of 5-point scale	Overall score: 4.9 out of 5-point scale	Overall score: 4.9 out of 5-point scale	Overall score: 4.9 out of 5-point scale



## Functional Committees 2-9, 2-19, 2-20

Committee Name	Audit Committee	Remuneration Committee	Nomination Committee
Established	2010	2012	2020
Members	Composed of 3 independent directors (Hsing-Yi Chow, Audrey Tseng, and Hung-Pin Ku)		
Responsibilities/ Review Items	<ul style="list-style-type: none"> <li>Establishment or amendment to the internal control system</li> <li>Evaluation over the effectiveness of the internal control system</li> <li>Establishment of procedures for major financial and business conducts</li> <li>Matters concerning directors' personal interests</li> <li>Major transaction of assets or derivative</li> <li>Major lending, endorsements or guarantee to an external party</li> <li>Offering, issuance or private placement of securities with equity characteristics</li> <li>Appointment, dismissal or compensation of financial statement auditors</li> <li>Appointment or discharge of financial, accounting, or internal audit officers</li> <li>Financial reports signed or sealed by the Chairman, managerial officer and accounting managers</li> <li>Other major matters as determined by the Company or the competent authority</li> </ul>	<ul style="list-style-type: none"> <li>Periodically review the "Remuneration Committee Charter" and recommend amendments</li> <li>Establish and periodically review the policies, systems, standards, and structure of annual and long-term performance goals and compensation for the Company's directors and managers</li> <li>Regularly assess the achievement of performance goals for the Company's directors and managers and determine their individual compensation packages</li> </ul>	<ul style="list-style-type: none"> <li>Based on the required professional knowledge, skills, experience, gender diversity, and independence standards of directors and senior managers, identify, review, and nominate candidates for directors and senior managers</li> <li>Conduct performance evaluations of the Board, each committee, and each director, and assess the independence of independent directors</li> <li>Other matters resolved by the Board of Directors to be handled by this committee</li> </ul>
Number of Meeting Held	5	3	1
Average Attendance Rate	100%	100%	100%
Term of Current Committee Members	June 10, 2022 to June 9, 2025		



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## 3.2 Risk Management

3.1 Governance Organization

3.2 Risk Management

3.3 Information Security  
Management3.4 Ethical Corporate  
Management

## Risk Management Policy

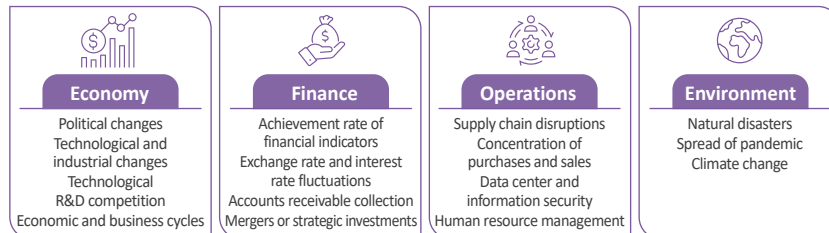
To identify and address potential internal and external risks that may impact the Company's operations, Coretronic conducts risk factor identification and defines the scope of risk management. In accordance with the latest developments and regulatory requirements for internal audits, the Company monitors potential risks and implements preventive measures to strengthen its risk management capabilities and enhance crisis response. The goal is to achieve effective risk control, promote shareholder value, maintain competitiveness, and establish a solid foundation for sustainable business operations.

## Risk Management Organization

The "Risk Management Team" integrates various risk management units under the ESG Committee. The Chief Financial Officer leads the operations of the Risk Management Team, which identifies and manages risk factors in accordance with the Risk Management Policy approved by the Board of Directors in 2020. This ensures more efficient command and control, self-assessment, and execution within the risk management organization. Operating results for 2023 were reported at the 12th meeting of the 11th Board of Directors on July 29, 2024. The responsibilities at each level of the risk management organization are described as follows:

Organization Level	Responsibilities
Board of Directors and Audit Committee	Formulate risk management policies, frameworks and culture, and ensure the effectiveness of risk management mechanisms.
Audit Office	According to the Company's internal control and audit plan, regularly audit each business unit to ensure that risk management is effectively implemented, and based on the audit results, prepare an audit report and track improvements.
Risk Management Team	Execute the Board of Directors' risk management decisions, coordinate cross-departmental risk management interactions and communication, be responsible for operational decision planning, and evaluate medium and long-term investment benefits, in order to reduce strategic risks.
Display Business Group	Conduct routine risk management activities and conduct self-assessments of risk control activities.
All Departments from Headquarters	Financial risk assessment, human resource allocation and response, execution of various insurance operations, media public relations and external liaison matters, review and establishment of legal regulations and intellectual property rights.
Crisis Management Team	The objectives of crisis management include setting crisis management goals, detecting and analyzing potential crises, identifying crises, assessing crises, preventing crises, resolving crises, and recovering from crises.

## Risk Management Scope



## Risk Management Courses

Coretronic offers a range of risk management courses related to risk identification, information security, climate change, and occupational safety and health. These include: "Safety Risk Identification and Control", "Environmental Issues Identification", "Hazard Identification and Risk Assessment Training", "Emergency Response to Safety and Workplace Injury Incidents", "Cybersecurity Identification and Protection Essentials", "Workshop Safety Management and Use of Labor Protective Equipment, Occupational Disease Prevention and Control", and "Occupational Health and Personal Work Safety Training". These courses are designed to enhance employees' risk awareness. There were 32,616 participations with 40,082 training hours in total.



## Risk Management Strategy

► To effectively detect, analyze, and identify risks within the defined scope of risk management and to address potential internal and external risks the Company may face during operations, Coretronic conducts a comprehensive risk identification every two years. The most recent identification was completed at the end of 2023, and the results were disclosed in Section 3.2 of the 2023 ESG Report.

► **In review of 2024**, due to high geopolitical and economic instability, the global macroeconomy remained sluggish. Businesses and individual consumers cut back on spending, and factors such as slow inventory clearance, reduced replacement demand, and weakening consumer demand led to a downturn in the Company's two major product lines:


- Energy Saving Products: Global shipments of large-size LCD panels (NB, TV, PID, etc.) declined to 688 million units. The Company shipped 29.9 million units, representing a 2% year-over-year decrease, with a global market share of approximately 4.35%.
- Visual Solutions Products: The global projector market saw a shipment of approximately 4.8 million units, a 20% decline. The Company's shipments totaled 862,000 units, a 12% year-over-year decrease, with a global market share of approximately 18%.

Due to the downturn in the two major product lines, the shift in product mix negatively impacted gross margins. Most new ventures remained in the R&D or low-volume shipment phase, resulting in overall operational performance falling short of expectations in 2024.

► **Looking ahead to 2025**, the global geopolitical and economic outlook remains uncertain due to factors such as ongoing conflicts, inflation, U.S. tariffs, exchange rate fluctuations, and cautious GDP growth forecasts across regions, all contributing to uncertainty in economic momentum.

- Energy Saving Products: With the expected economic rebound and the impact of tariffs, demand for TVs, PIDs, and notebooks is expected to stabilize, benefiting from early inventory restocking. Furthermore, the impact of the new OLED tablet business is expected to continue driving growth. The Vietnam Plant 2 is officially commenced mass production in early 2024, and due to urgent demand from panel makers seeking alternatives to China ("China+1" strategy), energy saving product output from the Vietnam Plant 1 and Vietnam Plant 2 is expected to increase significantly in 2025.
- Visual Solutions Products: According to market research, 2025 projections suggest that although inventory continues to clear and the supply chain is stabilizing, there will be no major sporting events to stimulate consumer demand. As a result, home projector sales are expected to remain flat with a cautious outlook. Commercial and educational projectors are expected to recover and show modest growth due to the post-pandemic reallocation of medical budgets back to education. The engineering projection market is also expected to recover gradually, driven by developments in cultural tourism and large-scale public display spaces.

Risk Aspects	Key Risk Issues	Ranking Change (Comparison of 2023 and 2021)	Control Focus	Mitigation Measures
 Operations	Geopolitical Instability or Material Scarcity	Newly Listed Risk	<ul style="list-style-type: none"> <li>• Rising operational costs due to geopolitical risks</li> <li>• Supply chain production and transportation delays caused by natural disasters or pandemics</li> <li>• Rapid changes in industry sales and increasing customer cost control requirements</li> <li>• Higher costs for smaller suppliers amid sustainability trends</li> </ul>	<ul style="list-style-type: none"> <li>• Gradually shifting production of high-value products destined for the U.S. from China to Taiwan or other overseas factories to establish a non-China supply chain.</li> <li>• Prioritizing the management of high-risk or critical raw materials, setting strategic safety stock days, and demand volumes based on market needs and supplier delivery speed. Innovating R&amp;D technologies to enhance in-house part manufacturing capabilities and collaborating with partner manufacturers. Implementing regional supply chains and dual-sourcing or multi-sourcing strategies.</li> <li>• Actively collaborating with leading domestic and international manufacturers through technical partnerships or strategic alliances to facilitate the launch of new products or the acquisition of new technologies.</li> <li>• Ensuring supplier capability through regular evaluation mechanisms. Continuously identifying and fostering qualified local suppliers that meet green environmental standards and offer high-quality products, in alignment with the "local procurement first" strategy to shorten transportation distances and reduce carbon emissions.</li> </ul>
	Political Risk / Uncertainty	Up 7 Positions	<ul style="list-style-type: none"> <li>• Monitor and assess the political environment</li> <li>• Global business deployment and market diversification</li> <li>• Compliance management and policy adaptation</li> <li>• Supply chain and financial risk diversification</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a political risk monitoring mechanism by regularly tracking international affairs, local political stability, and policy changes. Obtain professional analysis and risk forecasts through multiple channels (e.g., consulting firms or local partners). Conduct scenario analysis and stress testing by simulating the impact of political risk events such as trade wars, sanctions, or regime changes to assess operational and financial impact.</li> <li>• Actively expand and diversify the customer base to reduce over-reliance on a single country or region, mitigating the impact of policy changes. Strategically deploy operations in different regions or countries as production bases or supply chain hubs.</li> <li>• Set up dedicated legal and compliance departments at operating locations to ensure compliance with international and local regulatory requirements, including investment regulations, tax policies, and labor laws, thereby reducing compliance risk. Closely monitor tariff adjustments or other policy changes and establish a rapid response mechanism to adapt quickly to sudden regulatory shifts.</li> <li>• Build a diversified supply chain to avoid reliance on single-source suppliers in high-risk regions, minimizing the risk of supply chain disruptions. Use currency hedging tools, overseas asset diversification, and capital flow management to mitigate the impact of financial market volatility. Employ price adjustments, cost transfer, or local sourcing strategies to reduce the effects of tariffs and political shifts.</li> <li>• By implementing monitoring and assessment, global deployment, compliance management, supply chain and financial risk diversification, and crisis response strategies, the impact of political risks can be minimized to ensure operational stability and sustainable development.</li> </ul>

Risk Aspects	Key Risk Issues	Ranking Change (Comparison of 2023 and 2021)	Control Focus	Mitigation Measures
 Economy	Rapid Changes in Market Trend	Newly Listed Risk	<ul style="list-style-type: none"> <li>In the visual solutions product sector, competition from large LCD and LED flat panel displays has intensified.</li> <li>Diversified technological developments in flat panel display products may increase competition and impact the Company's competitiveness.</li> <li>Rapid response to market trend shifts is necessary through the development and launch of innovative products to drive business growth.</li> </ul>	<ul style="list-style-type: none"> <li><b>Visual Solutions Products:</b> Leverage technological leadership to consistently deliver customer value by integrating R&amp;D capabilities and experience in optics, mechanics, electronics, thermal management, and software. Continuously increase the share and performance-to-price ratio of solid-state light sources and 4K/1080P high-resolution products to maintain an edge. Develop user-friendly intelligent software integrated with cloud and AI value-added services to enhance customer satisfaction and loyalty. Establish a strategic procurement platform to implement cost-optimized sourcing strategies and improve product competitiveness. Proactively introduce innovative technologies such as multi-screen splicing and immersive curved projection to resolve challenges in large-space display, irregular scenarios, and mobility. Offer comprehensive solutions to boost customer preference and loyalty and expand market applications. Develop cloud-based smart broadcasting systems to offer digital content management platforms with AI image recognition and interactive features, injecting versatility into imaging product applications.</li> <li><b>Energy Saving Products:</b> Expand customer base and application markets, repositioning as a leading provider of comprehensive visual solutions. Provide brand-name customers with professional design advice and stable, high-quality product R&amp;D and manufacturing. Rapidly enter and capture markets with highly customized and user-oriented offerings. Focus on products in high-growth market segments and emphasize technology development in ultra-thin, narrow bezel, touch-enabled, high-resolution, and high dynamic contrast energy-saving displays to offer comprehensive, customized display solutions. Continuously enhance enterprise resource planning and supply chain management. Expand diversified production capacity in Vietnam and integrate group resources to implement smart factory practices, reducing labor demand and production costs, thereby improving competitiveness.</li> <li>Collaborate with key component suppliers and brand customers to gain early market intelligence and track market trends. Invest resources in developing competitive technologies with future potential and incorporate them into the company's R&amp;D roadmap. Use overseas subsidiaries to gather market data for trend forecasting. Incorporate technologies that could potentially replace current products into R&amp;D plans, such as laser/LED light sources, ultra-short-throw interactive technologies, multi-screen splicing, and immersive curved projection with interactivity. Leverage technical strengths and customer channels to capitalize on the "new retail" trend and expand into new market applications.</li> </ul>

## Key Focus for Future Implementation

Coretronic will identify responsible units for managing major and emerging risk issues and require them to develop management strategies and implement risk control measures. At the same time, the Company will continue to conduct risk identification, analysis, and monitoring within the scope of risk management, strengthening crisis prevention, response handling, and post-crisis recovery capabilities to enhance the overall effectiveness of risk control.



# 03

3.1 Governance Organization

3.2 Risk Management

3.3 Information Security  
Management

3.4 Ethical Corporate  
Management

Material Topic  
Information  
Security

GRI Topic  
Customer  
Privacy



## 3.3 Information Security Management <sup>3-3, 418-1</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants, Wujiang plants), Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics

### Topic Importance

A comprehensive information security management and customer privacy protection strategy effectively enhances customer trust, thereby strengthening and deepening long-term partnerships.

### Strategy

Establish an internal information security management system based on ISO 27001 and NIST standards to plan, execute, and review internal information security activities. These activities and their outcomes are verified to identify potential deficiencies in the Company's information security, followed by timely correction, tracking, verification, and continuous improvement.

### Evaluation Mechanism

An internal information security management SOP has been established based on the ISO 27001 standard. Using the 14 control objectives and 114 control measures of ISO 27001 as a foundation, the Company strengthens information security across six major aspects: network security, host security, application system security, equipment security, operations analysis, and information security management. Risk mitigation has been systematized and data-driven to build a defense-in-depth architecture and enhance overall information security.

### Performance

- Completed the transition to ISO 27001:2022, revised 4 documents, and added 1 new document, bringing the total to 53 documents and forms
- Set up an external application system firewall to enhance protection against external threats
- Held information security and social engineering courses with a total of 2,756 participations
- Continued to strengthen host-level cybersecurity by implementing a centralized jump server login architecture and two-factor authentication
- Conducted 8 business continuity drills to ensure the accuracy of response processes and procedures
- Established a host vulnerability scanning system to regularly scan, track, and patch detected vulnerabilities, achieving a 100% remediation rate
- No incidents of customer privacy infringement or major information security breaches

### Targets

#### 【 2025 Targets 】

- Limit the number of data center network service interruptions to 4 or fewer
- Limit the number of interruptions to critical business systems to 2 or fewer
- Perform at least 1 vulnerability scan on critical systems per year
- Back up critical system data at least twice per year to meet Recovery Point Objective (RPO) requirements
- Maintain the validity of ISO 27001 certification for Taiwan plants of Coretronic, Champ Vision Display, Coretronic Intelligent Cloud Service, and Coretronic Intelligent Robotics

#### 【 2026~2027 Targets 】

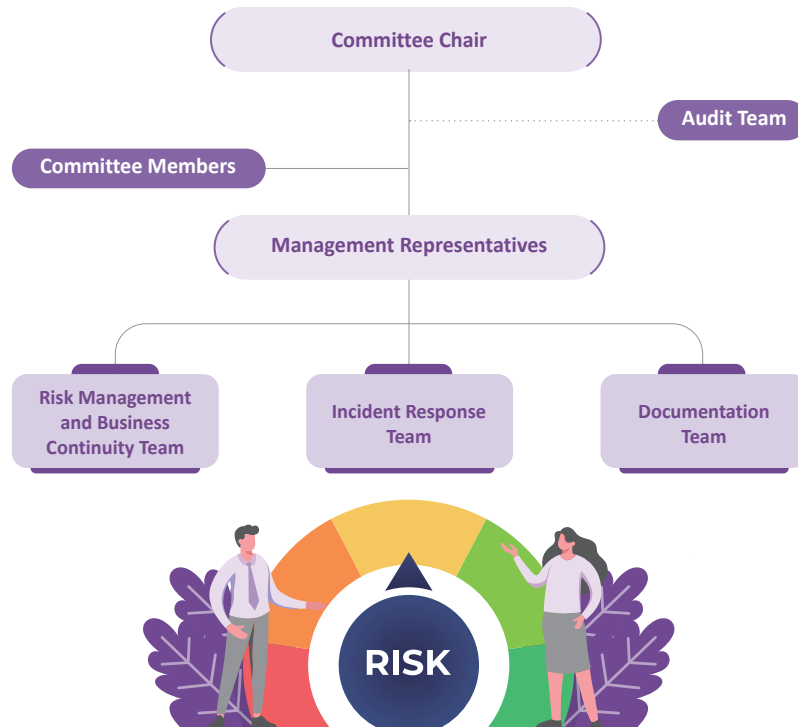
- Limit the number of data center network service interruptions to 4 or fewer
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- Perform at least 1 vulnerability scan on critical systems per year
- Back up critical system data at least twice per year to meet RPO requirements
- Maintain the validity of ISO 27001 certification for Taiwan plants of Coretronic, Champ Vision Display, Coretronic Intelligent Cloud Service, and Coretronic Intelligent Robotics

To implement sustainable development and protect the Company's confidential information and customer privacy, the Company established the "Information Security Management Committee" in 2012. This committee is responsible for implementing information security policies and establishing communication mechanisms to effectively prevent data theft, tampering, loss, or leakage. In addition to ensuring the confidentiality, integrity, and availability of information, the Company also complies with the ISO 27001 standard and other relevant information security regulations.

## Information Security Management Committee

The Company established the "Information Security Management Committee" in December 2012. The committee is responsible for reviewing information security governance policies, overseeing the implementation of information security management, establishing a comprehensive information security protection mechanism, enhancing employee awareness of information security, and conducting regular assessments of information security risks. Since 2020, the committee has reported its implementation status to the Board of Directors annually.

The committee is chaired by the Vice President or a person appointed by the Company's President (hereinafter referred to as the Committee Chair). Members include first-level supervisors from each department who assist the Committee Chair in managing operations and maintenance. Each department's management representative is responsible for supervising and managing committee-related tasks within their respective units. Additionally, the committee has established a Risk Management and Business Continuity Team, an Incident Response Team, and a Documentation Team. (For the organizational structure, please refer to the diagram down below.)



## Information Security Policy

The Company formulates the following information security policies based on ISO 27001 and NIST standards, and in accordance with internal management needs:

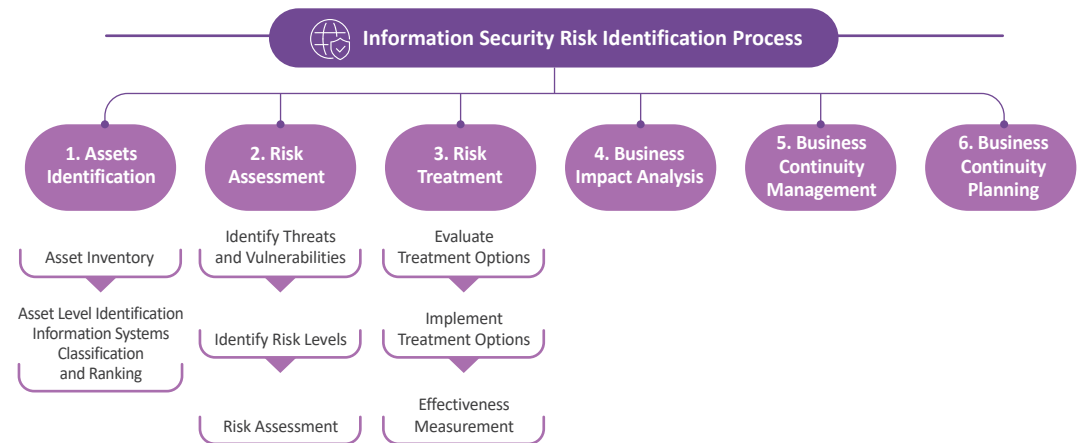
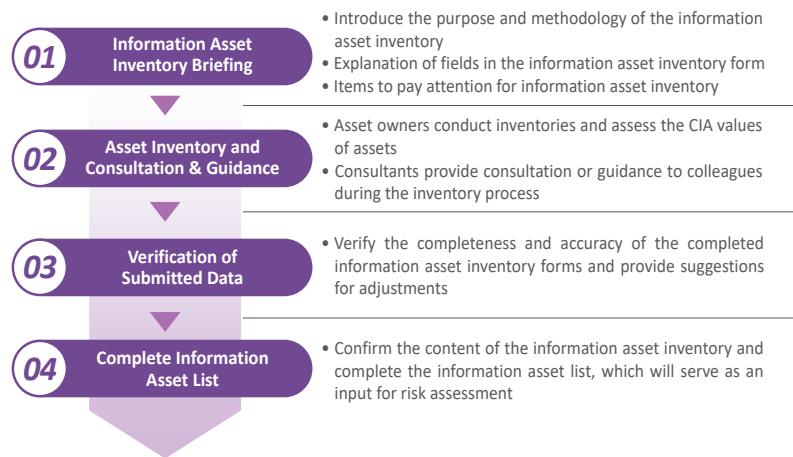
- Each unit within the Information Management Center maintains an inventory of relevant information assets and designates the asset owners. Risk assessments are conducted based on the classification of assets. For risks exceeding acceptable levels, appropriate risk management measures are implemented to mitigate risks effectively, and various control measures are continuously enforced.
- Personnel must undergo necessary assessments before employment and sign relevant operational regulation documents. Upon transfer or resignation, all assigned information assets must be returned. Both new and current employees are required to participate in information security training to enhance awareness and understanding of information protection.
- Access control protocols and rules for carrying items in and out of the company buildings and information security control zones must be strictly followed.
- Employees are strictly prohibited from privately installing network equipment that connects the external network to the Company's internal network. Firewalls, demilitarized zones (DMZ), and necessary security facilities must be established for both internal and external networks. Critical equipment should have proper backup or monitoring mechanisms to maintain availability. Employees' personal computers must have antivirus software installed and virus definitions regularly updated. The use of unauthorized software is prohibited.
- Employees are responsible for safeguarding and properly using their individual accounts, passwords, and access privileges. System administrators must regularly review and verify user permissions. Data from critical systems must be backed up regularly, and recovery tests must be conducted.
- Security controls should be considered in the initial phase of system development. For outsourced development, enhanced controls and contractual information security requirements must be enforced.
- If an employee encounters an information security incident, it must be reported immediately and handled according to the Information Security Incident Handling Procedure to prevent escalation. Cooperation with responsible departments is required to resolve the issue.
- Employees must follow proper review and verification procedures in daily operations to maintain data accuracy. Supervisors are responsible for ensuring compliance with information security policies and strengthening employees' awareness of information security and relevant regulations.
- The Company reviews its information security policies regularly to respond to changes in government regulations, technologies, and business needs. The Information Security Management Committee adjusts objectives accordingly to ensure the effectiveness of information security practices.

## Information Security Risk Identification

- Policy: Based on the 14 control objectives and 114 control measures of ISO 27001, Coretronic strengthens information security across six key areas: network security, host security, application system security, equipment security, operations analysis, and information security management. The risk mitigation process is systematized and data-driven, establishing a defense-in-depth architecture to enhance overall information security strength.
- Annual Targets: Annual information security management targets are set, with evaluation metrics tailored to each target. Using data-based indicators and standardized procedures, the Company identifies non-compliant or high-risk issues, proposes improvement measures, and includes them in follow-up tracking.
- Vulnerability Scanning: To respond to the rapidly evolving methods of cyberattacks, the Company regularly conducts vulnerability scans on systems that provide services. All detected vulnerabilities are fully resolved within three months.



## Information Asset Inventory Process



## Information Security Education and Training

- Information Security Training:** A total of 11 information security-related courses were offered, including “Welcome Aboard: Information Security for New Employees”, “Email-Based Social Engineering Attacks”, “Phishing and Impersonation Scams”, “Cybersecurity Identification and Protection Essentials”, “Network Information Security and Computer Usage Guidelines”, and “Corporate Information Security Training”, with a total of 2,756 participations.
- Security Announcements:** Information security awareness announcements were issued periodically to remind employees of relevant risks and help prevent recurrence that could lead to operational losses for the Company. In 2024, a total of 8 announcements were made.
- Social Engineering Drills:** Two email-based social engineering simulation drills were conducted for all employees across the group.

## Information Security Measures

- Established a defense-in-depth information security architecture to enhance protection across six major aspects: network security, host security, application system security, equipment security, operations analysis, and information security management.
- Strengthened the information security protection architecture by upgrading the forensic analysis platform to ensure no vulnerabilities exist in the defense system.
- Maintained real-time synchronization with international threat intelligence centers, continuously updated threat intelligence, and utilized a proactive alert analysis engine to block malicious connections and actively detect suspicious behavior effectively. This is further supported by information security experts conducting forensic investigations to enhance defense capabilities against hackers.
- In response to updates of externally provided service systems, since 2020, the Company has conducted at least one platform vulnerability scan and one social engineering drill each year.

## Key Focus for Future Implementation

Coretronic will continue to enhance its information security protection systems, aiming for greater systemization and intelligence. This includes establishing an automated alert detection platform that identifies potential risks from the large volume of daily system logs and records, enabling early and effective preventive measures. To align with international standards, the Company will not only continue expanding the scope of ISO 27001 certification to build a more comprehensive information security protection framework, but also incorporate annual information security management goals as evaluation benchmarks. Regular reviews and improvements will be implemented to strengthen its information security defenses effectively.

## 03

## 3.4 Ethical Corporate Management

- 3.1 Governance Organization
- 3.2 Risk Management
- 3.3 Information Security Management
- 3.4 Ethical Corporate Management

### Attaching Importance to Business Ethics and Integrity

Coretronic is committed to upholding the highest standards of business ethics and requires all members of the Company to act with honesty and integrity safeguarding the Company's assets, interests, and reputation, as well as to protecting the rights and interests of all stakeholders. To this end, the Company has established the following policies and guidelines: "[Ethical Corporate Management Best Practice Principles](#)", "[Operating Procedures and Guidelines for Ethical Management](#)", "[Codes of Ethical Conduct](#)", "[Responsible Business Alliance \(RBA\) Code of Conduct Management Handbook](#)", and "[Supplier Conflict of Interest Management Regulations](#)". These serve as ethical standards for all Coretronic personnel and suppliers, strictly prohibiting the acquisition of improper benefits (including inappropriate entertainment, kickbacks, bribery, and hospitality) through one's position, as well as any conduct that could impair the Company's reputation or competitiveness.

### Anti-Corruption Policy for Suppliers

All qualified Coretronic suppliers, except those that are listed companies already registered in Taiwan/ place of establishment and their subsidiaries with more than 50% ownership, those that have announced compliance with relevant integrity commitment treaties on their official websites, those that have signed procurement contracts containing integrity commitment clauses, those with annual transaction amounts below a certain amount, customer-designated suppliers, and single-source suppliers of certain components, must sign the "Integrity Commitment" to ensure fair and transparent trading practices between both parties. Any supplier found in violation of anti-bribery or anti-corruption principles and causing damage to the Company will be held liable in accordance with the terms of the signed Integrity Commitment, and necessary legal actions will be taken. In 2024, excluding exempt suppliers, the signing rate reached 98%.

### Anti-Corruption Whistleblowing Mailbox<sup>2-25, 2-26</sup>

Coretronic has established a "Complaint Channel for Stakeholders and Employees' Violations of Professional Ethics" mailbox ([8215@coretronic.com](mailto:8215@coretronic.com)) and a complaint hotline (for Taiwan plants, please call +886-3-5772000, ext. 8215; for China plants, please call +86-512-6382-8588, ext. 6220) on its official website and internal portal. Employees and external parties of the Company may use the above email and hotlines to seek advice or report any ethical misconduct related to Coretronic's integrity mechanisms. An independent audit unit of the Company will conduct confidential fact-finding investigations, and the identity of the whistleblower will be kept absolutely confidential. The investigation report will be submitted to the management for resolution, and the handling result of the reported matter will be subject to internal disciplinary action or prosecution in accordance with disciplinary measures.

In 2024, 1 anonymous complaint was received from Taiwan plants and 1 from China plants. After internal investigations, no evidence was found to support any violation of company policies, and thus no case was established. Going forward, the Company will continue to enforce its anti-corruption policies and foster a culture of corporate integrity.

### Implementation Status of the Ethical Management Dedicated Unit

- The Board of Directors approved the "Ethical Corporate Management Best Practice Principles", agreeing that the Company's human resources unit will be responsible for formulating and implementing ethical management policies and prevention programs.
- Report the implementation of ethical management to the Board of Directors on an annual basis.
- A dedicated "Employee Code of Ethics" section is available on the EIP (employee-exclusive information portal), which includes related regulations on the Code of Integrity, whistleblowing channels, and case sharing.
- The Board of Directors not only fulfills its fiduciary duties but also supervises implementation to enhance the effectiveness of ethical management.
- Until the end of 2024, the company has no conflicts of interest, money laundering, or insider trading incidents.
- "Integrity Reminder Cards" were distributed to all employees at Taiwan plants.
- In 2024, Taiwan plants set the "Awareness on Ethical Management Course" (including four courses on Ethical Corporate Management Best Practice Principles, Code of Conduct for Employees, Trade Secret Protection, Insider Trading Regulations, and Case Analysis) as a required course for all employees. Completion required watching the course videos and scoring at least 70 on a post-course test, along with signing an "Ethical Corporate Management Best Practice Agreement". All 1,583 required participants completed the training and signed the statement, achieving a 100% completion and signing rate.
- In 2024, Kunshan and Wujiang plants designated "RBA Knowledge Awareness" and "Ethical Management—Code of Conduct for Employees" as required courses for all indirect labors. All 838 required employees at Kunshan plants and all 551 required employees at Wujiang plants completed the training, achieving a 100% completion rate at both locations.

Chapter

# 04

## Eco-Friendly Environment

- 4.1 Climate Change Management
- 4.2 Waste Management
- 4.3 Environmental Resource Management
- 4.4 Green Products
- 4.5 Green Enterprise

## 04

4.1 Climate Change Management<sup>3-3</sup>

## 4.1 Climate Change Management

## 4.2 Waste Management

## 4.3 Environmental Resource Management

## 4.4 Green Products

## 4.5 Green Enterprise

Material Topic  
Climate ChangeGRI Topic  
EnergyGRI Topic  
Emissions

## Topic Boundary

Taiwan plants (Coretronic, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics), China plants (Kunshan plants: Coretronic Projection (Kunshan), Coretronic Optics (Kunshan); Wujiang plants: Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou)), and suppliers/contractors

## Topic Importance

- Global warming and climate change have already impacted the environment. Limited energy resources are increasing operational costs for businesses, making the implementation of energy-saving measures essential to address the impacts of climate change.
- In response to the impacts and challenges of climate change, and in compliance with government regulations under the “Greenhouse Gas Reduction and Management Act”, the Company aims to become a green factory by continuously advancing its four major green action plans.

## Strategy

SBT targets and pathway, installation of solar power generation systems, adoption of ISO 14001 and ISO 50001, [Environmental Sustainability Policy](#), participation in domestic and international environmental initiatives, and implementation of carbon reduction actions and measures

## Evaluation Mechanism

The Safety and Environment Division and Factory Affairs Division establish annual targets, budgets, and plans, which are submitted to the Environmental Protection Committee for review. Control measures and corresponding action plans are then implemented in accordance with ISO 14064-1 Greenhouse Gas Inventory Standard, ISO 14001 Environmental Management System, and ISO 50001 Energy Management System.

## Performance

- Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan) have all obtained ISO 14001 Environmental Management System certification.
- Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan) have all obtained ISO 50001 Energy Management System certification.
- All plants have passed ISO 14064-1 Greenhouse Gas (GHG) Inventory verification.
- Absolute greenhouse gas emissions (Scope 1 and 2) have decreased by 51% compared to the 2021 baseline year, achieving the short-term target.
- Greenhouse gas emission intensity (Scope 1 and 2) has decreased by 43% compared to the 2021 baseline year, achieving the short-term target.
- Electricity intensity has decreased by 15% compared to the 2021 baseline year, achieving the short-term target.
- Renewable energy accounted for 15% of total annual electricity consumption, achieving the short-term target.
- Waste generation intensity has decreased by 52% compared to the 2021 baseline year, achieving the short-term target.
- Water consumption has decreased by 40% compared to the 2021 baseline year, achieving the short-term target.

## Targets

- 2025: Reduce absolute greenhouse gas emissions (Scope 1 and 2) by 18.3% compared to the 2021 baseline; reduce electricity intensity by 7%; ensure that renewable energy accounts for 15% of total annual electricity consumption.
- 2026~2028: Reduce absolute greenhouse gas emissions (Scope 1 and 2) by 32% compared to the 2021 baseline; reduce electricity intensity by 10%; ensure that renewable energy accounts for 21% of total annual electricity consumption.
- 2029~2031: Reduce absolute greenhouse gas emissions (Scope 1 and 2) by 45.8% compared to the 2021 baseline; reduce electricity intensity by 13%; ensure that renewable energy accounts for 27% of total annual electricity consumption.



To effectively mitigate the significant economic, social, and environmental impacts of extreme climate events, Coretronic adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework in 2020 to reassess climate change risks. Centered around low-carbon products and green operations, the Company has formulated energy-saving and carbon reduction strategies to help curb the greenhouse effect. In alignment with the “Paris Agreement”, Coretronic set its carbon reduction targets based on the Science-Based Targets (SBT)<sup>1</sup> absolute reduction pathway under the “1.5°C warming” scenario. In 2022, the Company publicly announced its “[Net Zero Commitment](#)” and submitted its commitment letter to the SBTi. In 2023, it submitted its SBT carbon reduction targets: **Reduce absolute Scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute Scope 3 GHG emissions 30% within the same timeframe.** These targets were approved by the SBTi in 2024. To achieve net zero by 2050, Coretronic is actively reducing fossil fuel use, increasing renewable energy usage, transitioning to innovative low-carbon technologies, and incorporating the environmental cost of carbon emissions into business planning through internal carbon pricing and other diversified measures. In 2024, the Company conducted its greenhouse gas inventory following the ISO 14064:2018 standard, identifying emission sources for Scope 1 through Scope 3. The organizational boundary for this inventory includes facilities under operational control at Taiwan plants (Headquarters, Chunan Plant, Tainan Plant 1, and Tainan Plant 2) and China plants (Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), and Coretronic Optics (Kunshan)).

1: Science-Based Targets (SBT) aim to limit global warming within 1.5°C by scientifically calculating the reasonable carbon reduction quotas for global industries and enterprises.

## Strategy, Targets, and Performance of Environmental Indicators

★ The following data is compared with the 2021 baseline year

Year	Systematic Management	Indicator	Target	2024 Performance
Short-Term 2025	Introduction of Environmental Management Systems for the Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan)	Reduction in absolute GHG emissions (Scope 1 and 2)	18.3%	<ul style="list-style-type: none"> <li>ISO 14001, ISO 50001, and ISO 14064-1 have all passed verification/certification</li> <li>Absolute GHG emissions (Scope 1 and 2) reduced by 51%, achieving the short-term target</li> <li>GHG emission intensity (Scope 1 and 2) reduced by 43%, achieving the short-term target</li> <li>Electricity intensity reduced by 15%, achieving the short-term target</li> <li>Renewable energy accounted for 15% of annual electricity consumption, achieving the short-term target</li> </ul>
		Reduction in GHG emission intensity (Scope 1 and 2)	6%	
		Reduction in electricity intensity	7%	
		Reduction in waste generation intensity	5%	
		Reduction in water usage	6%	
		The ratio of renewable energy in annual electricity consumption	15%	
		Number of environmental protection events	11	
Medium-Term 2026~2028	Introduction of Environmental Management Systems for the Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan)	Reduction in absolute GHG emissions (Scope 1 and 2)	32%	<ul style="list-style-type: none"> <li>Waste generation intensity reduced by 52%, achieving the short-term target</li> <li>Water consumption reduced by 40%, achieving the short-term target</li> <li>A total of 22 environmental protection events were held, achieving the short-term target</li> </ul> <ol style="list-style-type: none"> <li>A total of 25,171 participants engaged in five major environmental theme day events</li> <li>Adopted the Long Fong Fishing Port for 8 consecutive years and held annual coastal and mountain clean-up events, removing a total of 2.9 metric tons of waste</li> <li>Established 4 environmental statements and commitments (<a href="#">RE100 and EV100</a>, <a href="#">Biodiversity Conservation and No Gross Deforestation</a>, <a href="#">Carbon Neutrality</a>, and <a href="#">Plastic Reduction</a>)</li> <li>Visit to environmental education sites (Flying Cow Ranch and Tsou Ma Lai Recreational Farm)</li> <li>Collected 3,770 points for Green Earth Point Collection</li> </ol>
		Reduction in GHG emission intensity (Scope 1 and 2)	10%	
		Reduction in electricity intensity	10%	
		Reduction in waste generation intensity	8%	
		Reduction in water usage	9%	
		The ratio of renewable energy in annual electricity consumption	21%	
		Number of environmental protection events	13	
Long-Term 2029~2031	Introduction of Environmental Management Systems for the Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan)	Reduction in absolute GHG emissions (Scope 1 and 2)	45.8%	
		Reduction in GHG emission intensity (Scope 1 and 2)	13%	
		Reduction in electricity intensity	13%	
		Reduction in waste generation intensity	11%	
		Reduction in water usage	10.5%	
		The ratio of renewable energy in annual electricity consumption	27%	
		Number of environmental protection events	13	

## Climate Change Management Framework (TCFD)

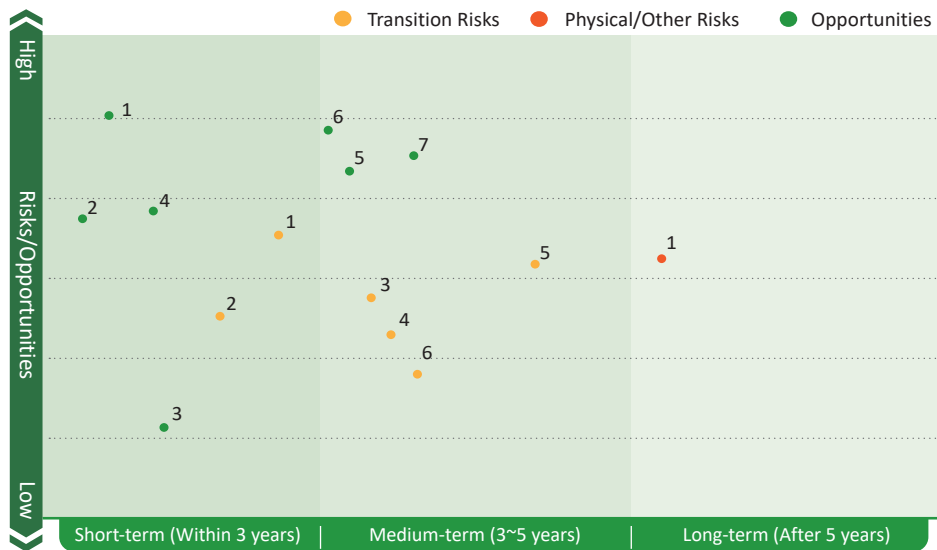
Core Elements	Management Strategies and Actions	2024 Implementation Status
<b>Governance</b>	<ul style="list-style-type: none"> <li>The Board of Directors regularly reviews climate-related risks and opportunities.</li> <li>The ESG Committee regularly reports to the Board of Directors on climate-related strategies and implementation results.</li> <li>The Environmental Protection Committee and the Sustainable Energy Committee are responsible for setting goals and plans and executing related strategies in coordination with the TCFD Team.</li> <li>Participate in domestic and international initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>The <b>ESG Committee</b> is led by the Chairman, and the committee member and executive representative—the Chief Financial Officer reports to the Board of Directors annually. The report includes the results of the sustainability project implementation, the climate change risk management framework and response strategies (TCFD), various environmental indicators, SBT carbon reduction targets and pathway, renewable energy strategies, and future sustainability development directions. Additionally, the GHG inventories implementation status is reported to the Board of Directors on a quarterly basis.</li> <li>The <b>Environmental Protection Committee</b> is chaired by the head of the Integrated Business Service. Its subordinate <b>Sustainable Energy Committee</b> and <b>EPC Team</b> are responsible for setting short-, medium-, and long-term environmental goals and strengthening strategy implementation.</li> <li>The <b>TCFD Team</b> is convened by the head of the Integrated Business Service and conducts climate-related risk and opportunity assessments every two years. It develops response strategies and solutions based on the assessment results to mitigate negative impacts and enhance organizational climate resilience.</li> <li>Coretronic has signed and expressed support for the TCFD, joined the “Taiwan Climate Partnership” and the “Taiwan Alliance for Net Zero Emission”, responded to CDP Climate Change and Water Security questionnaires, set SBT carbon reduction targets based on the 1.5°C scenario, submitted to SBTi, and received SBTi approval in 2024.</li> </ul>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>Identify short-, medium-, and long-term climate-related risks and opportunities through cross-departmental discussions.</li> <li>Assess the potential operational and financial impacts of significant climate-related risks and opportunities on the Company.</li> <li>Conduct scenario analysis and evaluate SBT carbon reduction targets.</li> </ul>	<ul style="list-style-type: none"> <li>Short-, medium-, and long-term environmental sustainability goals were set through discussions between the Environmental Protection Committee and relevant units, and identified Climate-related risks and opportunities across all timeframes. Then, based on these results, the Company evaluated the potential operational and financial impacts of climate change.</li> <li>Developed low-carbon technologies and designed energy-efficient, low-power green products</li> <li>In alignment with the Paris Agreement goal of “limiting global warming to below 2°C”, adopting the 1.5°C scenario for setting absolute emission reduction targets under the SBT framework</li> <li>Established SBT carbon reduction targets, strategies, and pathway</li> </ul>
<b>Risk Management</b>	<ul style="list-style-type: none"> <li>Use the TCFD framework to identify the Company’s climate risk identification process.</li> <li>Develop corresponding response plans based on the results of climate risk identification and prioritization.</li> <li>Integrate climate risk identification and assessment into the enterprise risk management process.</li> </ul>	<ul style="list-style-type: none"> <li>Assessed the types of potential operational and financial impacts associated with climate-related risks and opportunities</li> <li>Incorporated climate change risk issues into the Company’s risk management process and annual material topics</li> <li>Began publishing an annual <a href="#">TCFD Report</a> starting in 2023</li> </ul>
<b>Metrics and Targets</b>	<ul style="list-style-type: none"> <li>Establish climate-related management metrics.</li> <li>Conduct regular GHG inventories in line with ISO 14064-1.</li> <li>Review and manage energy performance regularly in line with ISO 50001.</li> <li>Set environmental management targets and periodically review progress and actual performance.</li> <li>Plan and implement product carbon footprint inventory.</li> </ul>	<ul style="list-style-type: none"> <li>Set environmental performance indicators including absolute and intensity-based GHG emissions, electricity intensity, waste generation intensity, water consumption, and renewable energy usage, with quarterly and annual reviews to reduce environmental impacts.</li> <li>Since 2016, GHG emissions have been verified annually. From 2020, the scope of inventory has expanded to include Scope 3, using ISO 14064-1:2018, followed by implementation of emission reduction measures based on the inventory results.</li> <li>Taiwan plants, Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), and Coretronic Projection (Kunshan) have implemented the ISO 50001 Energy Management System, effectively reducing absolute GHG emissions through energy-efficient equipment upgrades and other conservation measures.</li> <li>The SBT carbon reduction targets, “Reduce absolute Scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute Scope 3 GHG emissions 30% within the same timeframe,” were approved by SBTi in April 2024. The Company is gradually progressing toward SBT and 2050 Net-Zero targets through solar power generation system installation, production process optimization, increased renewable energy usage, equipment upgrades, and low-carbon product development.</li> <li>Solar system capacity at Chunan Plant, Tainan Plant 1, and Tainan Plant 2 reached 817.31 kW, generating 1.018 GWh of electricity in 2024. Combined with green power wheeling, total renewable energy usage reached 1.117 GWh. The installed capacity of solar power generating systems at the China plants totaled 6,549 kW, generating 4.738 GWh of electricity in 2024 and adding 1 GWh from renewable energy certificates. Together, Taiwan and China plants used or traded a total of 6.855 GWh of renewable energy, accounting for 15% of annual electricity use and exceeding the short-term target. The Headquarters completed installation of a 98.4 kW solar power generation system in December 2024, expected to generate 120,000 kWh of electricity annually, supporting long-term renewable energy goals.</li> <li>Three laser projector models and two LCD monitor models have passed ISO 14067 verification, serving as benchmarks for the Company’s development of future sustainable products.</li> <li>A green product development strategy and product carbon footprint inventory platform were established. In the future, Coretronic will prioritize conducting product carbon footprint inventories for newly developed products and identifying carbon emission hotspots during the product development and design stages. Through technological innovation, material substitution, and performance optimization, the Company aims to reduce its environmental impact and set the standards for the development of new-generation products, providing more environmentally friendly and energy-efficient green products that meet customer needs. For more details, please refer to <a href="#">Section 4.4 Green Products</a> of this Report.</li> </ul>



## Identification of Climate-Related Risks and Opportunities <sup>201-2</sup>

Amid growing attention to climate-related regulations and net-zero targets, Coretronic has proactively engaged in and monitored international sustainability initiatives. In 2021, the Company conducted its first climate-related risk and opportunity identification and financial impact analysis using the TCFD framework, and updated the assessment with revised risk and opportunity focus areas in 2023. Based on international climate change trends and stakeholder concerns, various climate-related risks and opportunities were identified in 2023, including transition risks (policy and legal risks, technology risks, market risks, and reputational risks), physical risks (acute and chronic), and other risks and opportunities. A comprehensive list of climate risks and opportunities was established, resulting in the identification of 6 transition risks, 1 physical/other risk, and 7 opportunities. Each identified risk and opportunity were quantitatively evaluated based on the potential impact type, impact severity, and occurrence likelihood. The risks and opportunities were then categorized and ranked according to the assessment results. Corresponding response strategies were developed to mitigate negative impacts, enhance organizational climate resilience, and create future business opportunities. In addition to climate-related risk and opportunity identification, potential financial impact of each item was analyzed to support the development of targeted response strategies. Based on the risks identified in 2023, Coretronic will continue to implement mitigation strategies in 2024 to effectively address future climate challenges.

Climate-Related Risk and Opportunity Matrix



**Transition Risks**

- 1 Climate Change Response Act, GHG cap and carbon taxes, carbon fees, and other climate change regulations
- 2 Renewable energy regulations
- 3 GHG cap/Emissions trading
- 4 Demand for low-carbon products and services
- 5 Transformation to innovative low-carbon technologies or services
- 6 Rising raw material procurement costs

**Opportunities**

- 1 Promoting low-carbon green production
- 2 Using recycled materials/recycling and reuse
- 3 Supply chain stability
- 4 More efficient transportation and distribution processes
- 5 Using renewable energy/low-carbon energy
- 6 Enhancing corporate reputation
- 7 Finding new business opportunities

**Physical/Other Risks**

- 1 Social uncertainty/Geopolitics

Potential Financial Risk Analysis Climate-Related Risks and Opportunities

Risk/Opportunity	Category	Risk/Opportunity Items	Potential Financial Impact		
			Costs	Capital Expenditures	Operating Revenue
Risks	Policy and Legal	Climate Change Response Act, GHG cap and carbon taxes, carbon fees, and other climate change regulations	▲		
		Renewable energy regulations	▲	▲	
		GHG cap/Emissions trading	▲		▼
	Technology	Demand for low-carbon products and services			▼
		Transformation to innovative low-carbon technologies or services	▲	▲	▼
	Market	Rising raw material procurement costs	▲		▼
Others	Social uncertainty/Geopolitics		▲	▼	
Opportunities	Resource Efficiency	Promoting low-carbon green production		▼	▲
		Using recycled materials/recycling and reuse		▼	▲
		Supply chain stability			▲
	Energy Source	More efficient transportation and distribution processes		▼	▲
		Using renewable energy/low-carbon energy	▼	▲	
	Reputation	Enhancing corporate reputation			▲
Markets	Finding new business opportunities			▲	

\* Coretronic will estimate the financial impact, costs, or revenue projections related to risks and opportunities, and disclose the results once completed.

## Strategies for Addressing Climate-Related Risks and Opportunities <sup>201-2</sup>

	Risks/ Opportunities	Response Strategies
Transition Risks/ Opportunities	<ul style="list-style-type: none"> <li>Climate Change Response Act, carbon taxes, carbon fees, and other related regulations</li> <li>GHG cap/Emissions trading</li> <li>Renewable energy regulations</li> <li>Using renewable energy/low carbon energy</li> </ul>	<ul style="list-style-type: none"> <li>Submit science-based reduction targets to SBTi, formulate carbon reduction pathways and energy-saving and carbon reduction plans</li> <li>Promote net zero actions and energy-saving and carbon reduction plans to gradually reduce GHG emissions</li> <li>Continue to expand solar power generation facilities</li> <li>Purchase renewable energy certificates and green electricity</li> </ul>
	<ul style="list-style-type: none"> <li>Demand for low-carbon products and services</li> <li>Transformation to innovative low-carbon technologies or services</li> <li>Promoting low-carbon green production</li> <li>Using recycled materials/recycling and reuse</li> <li>More efficient transportation and distribution processes</li> <li>Finding new business opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Continuous investment in energy-efficient product design and development</li> <li>Conduct independent carbon footprint inventories for products and propose carbon reduction measures for emission hotspots</li> <li>Introduce recycled materials and reduce product volume and weight</li> <li>Prioritize the use of reusable or easily recyclable packaging materials</li> <li>Improve transportation efficiency and choose lower-carbon transportation modes</li> </ul>
	<ul style="list-style-type: none"> <li>Rising raw material procurement costs</li> <li>Supply chain stability</li> </ul>	<ul style="list-style-type: none"> <li>Implement sustainable supply chain management through screening, evaluation, auditing, and supplier grading measures to maintain supply chain stability</li> </ul>
	<ul style="list-style-type: none"> <li>Enhancing corporate reputation</li> </ul>	<ul style="list-style-type: none"> <li>Meet customer demands for green product design and services, build a sustainable enterprise, and enhance corporate reputation</li> </ul>
Physical/Other Risks	<ul style="list-style-type: none"> <li>Social uncertainty/Geopolitics</li> </ul>	<ul style="list-style-type: none"> <li>Adopt diversified production and sales models, such as material stockpiling, local sourcing, and distributed production plants, to mitigate the impact of risk spillovers and strengthen risk response resilience</li> </ul>

## Net-Zero Targets and Progress

- Coretronic announced its [“Net Zero Commitment”](#), joined the “Taiwan Climate Partnership” and the “Taiwan Alliance for Net Zero Emission”, and actively supports and participates in key domestic and international initiatives such as TCFD, CDP, and SBTi, demonstrating its strong commitment to environmental sustainability.
- In 2022, Coretronic submitted the commitment letter to the SBTi, setting targets based on the 1.5°C scenario. In 2023, the Company formally submitted science-based targets aligned with the 1.5°C scenario: “Reduce absolute Scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute Scope 3 GHG emissions 30% within the same timeframe.” These targets were officially approved by SBTi in 2024, laying a solid foundation for the Company’s long-term carbon reduction strategy.
- Coretronic has submitted CDP disclosures for 6 consecutive years. In 2024, the Company received a double “A” rating (A List) for both Climate Change and Water Security, demonstrating outstanding performance in climate action and water resource management.
- In 2024, the Company’s Scope 1 and 2 GHG emissions totaled 23,404.7 tCO<sub>2</sub>e, representing a **51% reduction** compared to 2021, **significantly exceeding** the expected SBT carbon reduction pathway.





## Greenhouse Gas and Energy Management

Strategies	2024 Results
<ul style="list-style-type: none"> <li>Set SBT carbon reduction targets and pathway, and 2050 net-zero targets.</li> <li>Conduct GHG inventory in accordance with ISO 14064-1 and obtain third-party verification.</li> <li>Implement the ISO 50001 Energy Management System to identify energy-saving opportunities.</li> <li>The Environmental Protection Committee establishes the <a href="#">Environmental Sustainability Policy</a> and regularly reviews carbon reduction performance to achieve GHG reduction goals.</li> <li>A “Sustainable Energy Committee” was established under the Environmental Protection Committee to strengthen the SBT carbon reduction pathway and energy initiatives, and to regularly review energy-saving performance.</li> <li>Improve energy efficiency and utilization through regular maintenance, equipment upgrades, process optimization, and system integration.</li> <li>Assess energy consumption at each plant and formulate corresponding energy-saving measures.</li> <li>Install solar power generation systems to increase renewable energy usage and meet renewable energy targets.</li> <li>Set short-, medium-, and long-term targets for green products, with specific implementation items and measurement indicators.</li> </ul> <p><b>NEW</b> Establish an internal carbon pricing mechanism.</p>	<ul style="list-style-type: none"> <li>SBT carbon reduction targets—“Reduce absolute Scope 1 and 2 GHG emissions 50.4% by 2032 from a 2021 base year, and reduce absolute Scope 3 GHG emissions 30% within the same timeframe”—were approved by SBTi.</li> <li>GHG emissions (Scope 1 and 2) decreased by 51% compared to the 2021 baseline year, achieving the short-term target.</li> <li>GHG emission intensity (Scope 1 and 2) decreased by 43% compared to the 2021 baseline year, achieving the short-term target.</li> <li>Electricity intensity decreased by 15% compared to the 2021 baseline year, achieving the short-term target.</li> <li>Passed ISO 14064-1 GHG Inventory verification and ISO 50001 Energy Management System certification.</li> <li>Chunan Plant received LEED Gold Certification for existing buildings from the U.S. Green Building Council.</li> <li>Headquarters completed installation of a 98.4 kW solar power generation system, expected to generate 120,000 kWh of electricity per year.</li> <li>Total renewable energy consumption reached 6.855 GWh, accounting for 15% of total electricity use, achieving the short-term target.</li> <li>Internal carbon price set at NT\$942 per metric ton of CO<sub>2</sub>e, used to simulate the future impact of carbon costs on business operations and investment decisions.</li> <li>Publicly announced “<a href="#">RE100 and EV100 Statement</a>”, pledging to achieve 100% electrification of transportation vehicles by 2030 and 100% renewable energy usage by 2040.</li> </ul>

### ▶ Greenhouse Gas Inventory <sup>305-1, 305-2, 305-3, 305-4, 305-5</sup>

- Coretronic conducts annual greenhouse gas (GHG) inventories by ISO 14064-1, covering Scope 1 to Scope 3 emission sources. The inventory includes 7 types of gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>), to ensure accurate tracking of GHG emissions and serves as a basis for verifying the effectiveness of reduction efforts. Although not currently subject to mandatory regulatory requirements for GHG inventory or emissions reduction, Coretronic has set phased reduction targets and conducts annual reviews to drive continuous improvement. The Company reduces emissions by monitoring energy use, improving equipment efficiency, establishing an effective energy management system, and investing in renewable energy infrastructure, all aimed at minimizing reliance on traditional energy sources and maximizing energy efficiency to meet its GHG reduction goals. In 2024, all plants successfully passed ISO 14064-1 GHG inventory verification.
- GHG emissions (Scope 1 and 2) totaled 23,404.7 tCO<sub>2</sub>e in 2024, representing an 8% reduction compared to 2023 and a 51% reduction from the 2021 baseline year, meeting the short-term target. Taiwan plants saw a 10% reduction from 2023 and a 28% reduction from the 2021 baseline year. China plants saw a 7% reduction from 2023 and a 56% reduction from the 2021 baseline year.
- Total GHG emissions (Scope 1~3) reached 535,904.9 tCO<sub>2</sub>e, marking a 69% reduction from 2023 and indicating a significant improvement in carbon reduction performance.
- GHG emissions intensity (Scope 1 and 2) decreased by 5% compared to 2023 and by 43% compared to the 2021 baseline year, achieving the short-term target.
- The main source of Scope 3 emissions is “purchased goods and services”. Moving forward, the Company will actively collaborate with suppliers to improve production processes and reduce Scope 3 emissions.





## Greenhouse Gas Emissions Summary Table

Region	Taiwan				China			
	2021	2022	2023	2024	2021	2022	2023	2024
Scope 1—Direct Emissions (tCO <sub>2</sub> e)	223.1	246.1	238.3	144.3	678.8	1,655.5	1,824.7	1,844.0
Scope 2— Purchased Electricity (tCO <sub>2</sub> e)	7,985.1	7,726.6	6,324.3	5,787.4	38,858.2	20,382.9	16,938.6	15,629.0
Total GHG Emissions (tCO <sub>2</sub> e)—Scope 1 and 2	8,208.2	7,972.7	6,562.6	5,931.7	39,537.0	22,038.4	18,763.3	17,473.0
GHG Emissions Intensity (tCO <sub>2</sub> e/NT\$ million) <sup>1</sup> —Scope 1 and 2	0.31	0.24	0.24	0.21	0.99	0.51	0.58	0.62
Scope 3—Indirect Emissions (tCO <sub>2</sub> e)	7,651.7	42,818.8	13,508.0	9,411.4	-	623,822.8	1,676,712.0	503,088.8
Total GHG Emissions (tCO <sub>2</sub> e)—Scope 1~3	15,859.9	50,791.5	20,070.6	15,343.1	-	645,861.2	1,695,475.3	520,561.8
GHG Emissions Intensity (tCO <sub>2</sub> e/NT\$ million) <sup>1</sup> —Scope 1~3	0.59	1.52	0.74	0.54	-	14.80	52.37	18.33

1: Revenue coverage scope for 2021~2023: Taiwan plants include Coretronic, Young Green Energy, uCare Medical Electronics, Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics, Innospectra, Coretronic MEMS, Coretronic Reality, and Coretronic Intelligent Logistic Solutions. China plants include Coretronic Display (Suzhou), Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), and Coretronic Optics (Kunshan). Revenue coverage scope for 2024: Taiwan plants include Coretronic, Young Green Energy, uCare Medical Electronics, Coretronic intelligent Cloud Service, Coretronic Intelligent Robotics, Innospectra, Coretronic MEMS, Coretronic Reality, and Coretronic Intelligent Logistic Solutions. China plants include Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), and Coretronic Optics (Kunshan).

2: The carbon emission factor for electricity at Taiwan plants in 2024 is referenced from the Energy Bureau's carbon emission data, 1 kWh = 0.495 kgCO<sub>2</sub>e; the carbon emission factor for electricity at China plants is referenced from the Ministry of Ecology and Environment of People's Republic of China's "Notice on Properly Handling Greenhouse Gas Emission Reporting Management for Power Generation Enterprises in 2023-2025", 1 kWh = 0.5366 kgCO<sub>2</sub>e. The GWP values are cited from the global warming potential value and inventory scope refer to the operational control approach of 2021 IPCC's 6th Assessment Report.

## Scope 3 Greenhouse Gas Emissions Summary Table

Unit: tCO<sub>2</sub>e

Scope 3 Category	Taiwan				China				
	2021	2022	2023	2024	2021	2022	2023	2024	
GHG Inventory Standard ISO 14064-1:2018									
Category 3: Indirect GHG emissions from transportation	Upstream Transportation and Distribution	33.9	42.3	33.9	51.2	-	57,980.9	3,461.1	880.2
	Downstream Transportation and Distribution	112.2	65.5	45.4	78.9	-	1,400.8	4,219.6	1,003.5
	Employee Commuting	1,343.9	1,137.9	1,239.7	1,182.5	-	122.2	322.7	305.6
	Business Travel	3.1	62.0	103.3	124.6	-	460.3	109.3	116.7
Category 4: Indirect GHG emissions from products provided by other organizations	Purchased Goods and Services	4,702.6	39,956.9	10,691.5	6,686.8	-	563,753.8	1,667,797.7	497,025.7
	Fuel- and Energy-Related Activities	1,335.0	1,366.4	1,263.4	1,156.6	-	-	-	2,194.2
	Capital Goods	-	-	-	-	-	-	-	388.0
	Waste Generated in Operations	86.8	149.3	85.2	91.5	-	104.8	739.2	1,110.3
Upstream Leased Assets	34.2	38.5	45.6	39.3	-	-	62.4	64.6	
<b>Total Scope 3 Emissions</b>	<b>7,651.7</b>	<b>42,818.8</b>	<b>13,508.0</b>	<b>9,411.4</b>	<b>-</b>	<b>623,822.8</b>	<b>1,676,712.0</b>	<b>503,088.8</b>	

**NEW** Internal Carbon Pricing

- Although Coretronic has not yet reached the carbon fee threshold set by the Ministry of Environment, the Company proactively introduced an internal carbon pricing strategy in 2021 to better manage operational risks associated with climate change. Based on scenario analyses of emission risks at each plant, an internal carbon price of NT\$942 per metric ton of CO<sub>2</sub>e was set to simulate the potential impact of future carbon costs on business operations and investment decisions.
- Since 2022, the Company has applied internal carbon pricing to evaluate the investment benefits of ESCO energy-saving projects and solar power generation system installations, supporting more optimized internal resource allocation. Then, it upgraded to energy-efficient equipment and increased the use of renewable energy. In 2024, Scope 1 and 2 greenhouse gas emissions totaled 23,404.7 tCO<sub>2</sub>e, representing a 51% reduction compared to the 2021 baseline year, significantly exceeding the short-term target and demonstrating the effectiveness of internal carbon pricing in supporting decision-making.
- Looking ahead, Coretronic will dynamically adjust its carbon price and scenario analyses in response to international trends, regulatory policies, market developments, and internal emissions performance. This will help optimize carbon reduction strategies, enhance sensitivity to climate risks, and promote more forward-looking carbon reduction actions to achieve both carbon reduction goals and operational success.

## ▶ Energy Management System

- The Chairman signed the “[RE100 and EV100 Statement](#)”, committing to the goals of achieving 100% electrification of transportation vehicles by 2030 and 100% renewable energy usage by 2040.
- Implemented an energy-saving project for the chilled water HVAC systems to improve the energy efficiency of the air conditioning system
- Installed solar power generation systems to increase the use of renewable energy
- Proposed and implemented various electricity-saving measures annually, including lighting and equipment upgrades, and optimization of operational processes
- To support the continuous implementation and certification of the ISO 50001 while enhancing the Company’s energy efficiency, internal auditors for ISO 50001 and energy-saving-related training courses were arranged for employees and contractors. A total of 153 employees and contractors were trained with 671 hours. Chunan Plant has passed ISO 50001 certification for 9 consecutive years; Headquarters, Tainan Plant 1, and Tainan Plant 2 have been certified for 3 consecutive years; Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), and Coretronic Projection (Kunshan) have been certified for 2 consecutive years.
- Chunan Plant improved energy efficiency through its management system, selected eco-friendly and recyclable materials, and established an indoor air quality monitoring system to enhance workplace environmental quality. In March 2024, it received the LEED Gold Certification (LEED v4.1 for Operations and Maintenance) from the U.S. Green Building Council (USGBC)—marking Coretronic’s first plant to receive an international green building certification.

▶ Energy Usage Overview <sup>302-1, 302-3, 302-4</sup>

To reduce energy consumption, Coretronic has implemented the ISO 50001 Energy Management System, carried out energy-saving projects for chill water of air conditioning systems, upgraded lighting and related equipment, optimized operational processes, adopted recycled materials, and developed low-carbon products. In addition, the Company has actively promoted the development of renewable energy to increase its usage ratio. In 2024, total energy consumption was 49,497 MWh, representing a 5% reduction compared to 2023 and a 27% reduction compared to the 2021 baseline year. Taiwan plants reached 7% reduction compared to 2023 and 19% reduction compared to the 2021 baseline year. China plants reached 4% reduction compared to 2023 and 30% reduction compared to the 2021 baseline year.

## Energy Usage Summary Table

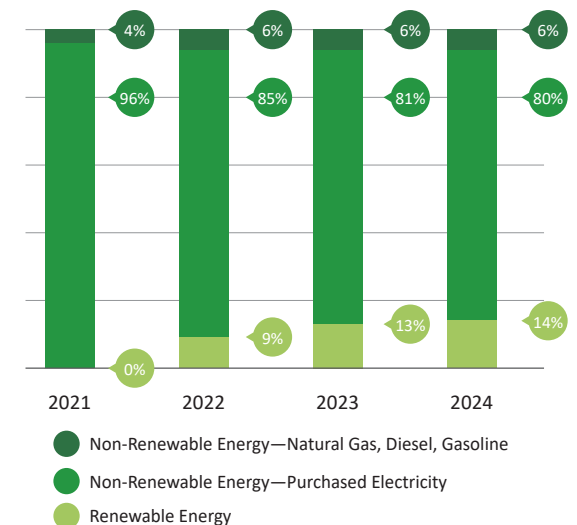
Region		Taiwan				China			
Item/Year		2021	2022	2023	2024	2021	2022	2023	2024
Renewable Energy	Renewable Energy <sup>1</sup> (MWh) <sup>2</sup>	0	96	950	1,117	0	5,171	5,809	4,738
	Purchased Electricity—with Renewable Energy Certificates (MWh)	-	-	-	-	-	-	-	1,000
Non-Renewable Energy	Purchased Electricity (MWh)	15,907	15,105	12,776	11,715	49,016	35,741	29,701	28,126
	Natural Gas (MWh)	233	245	284	176	1,234	2,198	1,217	1,656
	Diesel (MWh)	30	32	25	40	310	184	175	158
	Gasoline (MWh)	104	123	93	65	1,057	648	1,090	706
<b>Total Energy Consumption (MWh)</b>		<b>16,274</b>	<b>15,601</b>	<b>14,128</b>	<b>13,113</b>	<b>51,617</b>	<b>43,942</b>	<b>37,992</b>	<b>36,384</b>
<b>Energy Intensity (MWh/NT\$ million)<sup>3</sup></b>		<b>0.61</b>	<b>0.47</b>	<b>0.52</b>	<b>0.46</b>	<b>1.29</b>	<b>1.01</b>	<b>1.17</b>	<b>1.28</b>

1: green power purchased through renewable energy wheeling.

2: 1 MWh = 0.0000036 GJ

3: Revenue coverage for 2021~2023: Taiwan plants: Coretronic, Young Green Energy, uCare Medical Electronics, Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics, Innospectra, Coretronic MEMS, Coretronic Reality, Coretronic Intelligent Logistic Solutions; China plants: Coretronic Display (Suzhou), Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), Coretronic Optics (Kunshan). Revenue coverage for 2024: Taiwan plants: Coretronic, Young Green Energy, uCare Medical Electronics, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics, Innospectra, Coretronic MEMS, Coretronic Reality, Coretronic Intelligent Logistic Solutions; China plants: Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), Coretronic Optics (Kunshan).

## Annual Energy Consumption Ratio



## ► Renewable Energy

Commitments and Targets	Strategies
<ul style="list-style-type: none"> <li>2025: 15% of renewable energy in annual electricity consumption</li> <li>2026~2028: 21% of renewable energy in annual electricity consumption</li> <li>2029~2031: 27% of renewable energy in annual electricity consumption</li> <li>2040: 100% of renewable energy in annual electricity consumption</li> </ul>	<ul style="list-style-type: none"> <li>2016~2017: Purchased green electricity</li> <li>2018: Installed a solar power generation system at Tainan Plant 1</li> <li>2020: Set renewable energy targets</li> <li>2021: Installed solar power generation systems for Coretronic Display (Suzhou), Coretronic Optotech (Suzhou), and Coretronic Optics (Suzhou) with installed capacities of 1,207.8, 4,068.9, and 653.4 kW respectively</li> <li>2022: Installed a solar power generation system for Coretronic Projection (Kunshan) and Coretronic Optics (Kunshan) with an installed capacity of 618.9 kW; Taiwan plants began purchasing renewable energy certificates and sourcing green power via renewable energy wheeling</li> <li>2023: Installed solar power generation systems for Chunan Plant, Tainan Plant 1, and Tainan Plant 2 with installed capacities of 367.41, 317.46, and 132.44 kW respectively</li> <li><span style="color: red; font-weight: bold;">NEW</span> 2024: Installed a solar power generation system for the Headquarters with an installed capacity of 98.4 kW</li> </ul>
2024 Results	

- The Headquarters completed the installation of a 98.4 kW solar power generation system, which will begin generating electricity in 2025.
- Through a combination of self-generated solar power, green power purchased via renewable energy wheeling, and renewable energy certificates, total renewable energy usage reached 6,855 MWh, achieving a carbon reduction of 3,631 metric tons. Renewable energy accounted for 15% of total annual electricity consumption.
- The Chairman signed the [“RE100 and EV100 Statement”](#), pledging to achieve 100% electrification of transportation vehicles by 2030 and 100% renewable energy usage by 2040.

1: Annual electricity consumption includes both purchased electricity and renewable energy use.

2: China plants' emission factor used is 0.5366 tCO<sub>2</sub>e/MWh, which is the 2024 national grid average emission factor in China.

## ► Energy-Saving Measures and Performance

Since 2015, Coretronic has actively promoted energy management. In addition to setting clear energy-saving targets and management strategies, the Company has implemented energy-saving initiatives across three key areas: air conditioning systems, electrical lighting, and other electricity usage. These measures include improving energy efficiency, using outdoor solar-powered streetlights, controlling weekend and nighttime HVAC schedules on production lines, optimizing variable-frequency air conditioning, replacing all lighting with LED fixtures and installing variable-frequency air compressors, implementing automatic temperature control systems, and replacing transformers. From 2015 to 2024, Coretronic implemented 389 energy-saving projects across Taiwan and China plants, reducing electricity consumption by 31,933 MWh and cutting carbon emissions by nearly 18,000 metric tons of CO<sub>2</sub>e, equivalent to the annual carbon absorption of 48 Da'an Forest Parks. Going forward, the Company will continue to strengthen its energy management efforts to further improve efficiency, reduce carbon emissions, and move toward its carbon neutrality goals.

- In 2024, Coretronic carried out 30 energy-saving initiatives, reducing electricity consumption by 1,721 MWh and 868 metric tons of CO<sub>2</sub>e.
- Total electricity consumption in 2024 was 46,696 MWh, a 5% reduction compared to 2023. Electricity intensity decreased by 15% compared to the 2021 baseline year, achieving the short-term target.

Item	Region and Year	Taiwan					China					Taiwan and China
		2021	2022	2023	2024	2024 vs 2023	2021	2022	2023	2024	2024 vs 2023	2024 vs 2023
Electricity Savings From Energy—Saving Initiatives (MWh)		2,346	1,827	741	1,288		2,111	13,473	1,325	433		
Carbon Reduction From Energy—Saving Initiatives (tCO <sub>2</sub> e)		1,178	904	367	636	Reduced total electricity use by 894 MWh (7%)	1,672	7,684	756	232	Reduced total electricity use by 1,646 MWh (5%)	Reduced total electricity use by 2,540 MWh (5%)
Total Electricity Consumption (MWh) <sup>1</sup>		15,907	15,201	13,726	12,832		49,016	40,912	35,510	33,864		
Electricity Intensity (MWh/NT\$ million) <sup>2</sup>		0.59	0.46	0.51	0.45		1.23	0.94	1.10	1.19		

1: Total electricity consumption includes both purchased electricity and renewable energy usage (i.e., self-generated solar power and green power via renewable energy wheeling).

2: Revenue coverage for 2021~2023: Taiwan plants: Coretronic, Young Green Energy, uCare Medical Electronics, Champ Vision Display, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics, Innospectra, Coretronic MEMS, Coretronic Reality, Coretronic Intelligent Logistic Solutions; China plants: Coretronic Display (Suzhou), Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), Coretronic Optics (Kunshan). Revenue coverage for 2024: Taiwan plants: Coretronic, Young Green Energy, uCare Medical Electronics, Coretronic Intelligent Cloud Service, Coretronic Intelligent Robotics, Innospectra, Coretronic MEMS, Coretronic Reality, Coretronic Intelligent Logistic Solutions; China plants: Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), Coretronic Optics (Kunshan).



## 04

## 4.2 Waste Management

4.1 Climate Change Management

4.2 Waste Management

4.3 Environmental Resource Management

4.4 Green Products

4.5 Green Enterprise

Coretronic's waste generated from operating activities is mainly non-hazardous waste. However, other flammable mixtures and electronic components arising from research and experimental processes are classified as hazardous industrial waste, which are incinerated and physically treated. The Company manages hazardous industrial waste through the control and categorization of scrap materials to reduce the generation of hazardous industrial waste. The Company also requires suppliers to implement waste flow control measures jointly, thus fulfilling the environmentally friendly commitment.

Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan)\* have introduced and obtained ISO 14001 Environmental Management System certification. Through the lens of a product's life cycle, Coretronic examines the detailed processes of waste generation, removal, treatment, and recycling at different stages, implementing waste reduction strategies through system management and formulates an audit plan to prevent unlawful activities or environmental risks resulting from improper handling.

\* Coretronic Optics (Kunshan) is an upstream supplier of Coretronic Projection (Kunshan), and its environmental management system is jointly managed with Coretronic Projection (Kunshan). It is expected to obtain ISO 14001 certification in the future in response to customer requirements.

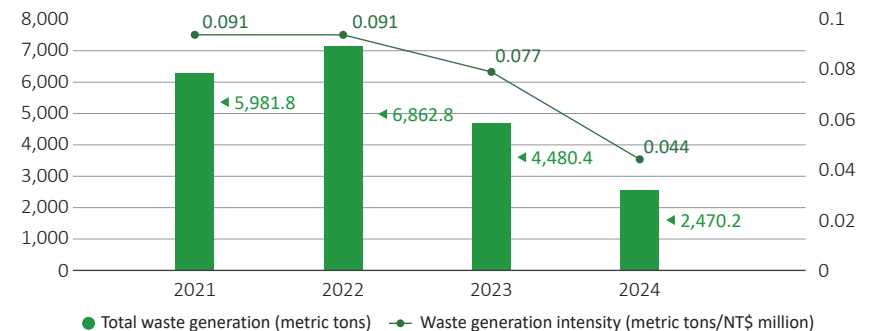
Strategies	2024 Results
<p><b>NEW</b> Establish and publicly announce a “<a href="#">Plastic Reduction Commitment</a>”, encouraging all employees to sign the pledge</p> <ul style="list-style-type: none"> <li>Strengthen waste management and increase the recycling rate</li> <li>Design volume-reducing and material-saving products to minimize waste generation</li> <li>Prioritize the use of recycled materials to reduce waste and promote circular utilization</li> <li>Raise employees' waste reduction awareness</li> <li>Commission licensed contractors for proper waste disposal</li> </ul>	<ul style="list-style-type: none"> <li>Waste generation intensity decreased by 43% compared to 2023 and 52% compared to 2021, achieving the short-term target.</li> <li>At Taiwan plants, waste generation intensity decreased by 13% compared to 2023 and 24% compared to 2021.</li> <li>At China plants, waste generation intensity decreased by 42% compared to 2023 and 47% compared to 2021.</li> <li>Promoted 6 packaging material reuse initiatives, reducing 1,658 tCO<sub>2</sub>e and saving NT\$210,000 in pallet purchase and disposal costs.</li> <li>Tainan Plant 1 implemented a tray recycling program, recovering 0.1 metric tons of trays and reducing 0.2 tCO<sub>2</sub>e.</li> <li>Kunshan plants launched chemical container lightweighting and reduction measures, reducing 0.8 metric tons of hazardous waste and 0.2 tCO<sub>2</sub>e, and saving NT\$13,000 in disposal costs.</li> <li>Audits of 40 waste disposal contractors were planned and conducted, achieving a 100% audit completion rate.</li> <li>All employees were invited to sign the “Company-Wide Plastic Reduction Commitment”, achieving a 99.6% signing rate. And waste reduction training courses were held at the China plants, with a total of 596 employees completing the training.</li> </ul>

## Waste Generation Status

Coretronic is fully committed to the three principles of waste reduction, reuse, and recycling, integrating circular economy concepts into product manufacturing, strengthening source reduction, and implementing pollution prevention measures to continuously improve waste management performance.

The company categorizes waste based on its environmental impact into hazardous and non-hazardous waste. Non-hazardous waste is further divided into domestic waste, recyclable waste, recyclable waste, and general waste, and is managed under five categories based on disposal methods. Except for domestic and recyclable waste, all other waste originates from the manufacturing process. In 2024, the Taiwan plants produced 377.6 metric tons of waste, of which hazardous directly disposed waste accounted for 2%, non-hazardous directly disposed waste accounted for 45%, and non-hazardous recycled waste accounted for 53%. China plants produced 2,092.6 metric tons of waste, of which hazardous directly disposed waste accounted for 0.9%, non-hazardous directly disposed waste accounted for 30.4%, and non-hazardous recycled waste accounted for 67.4%.

Annual Waste Generation Trend



Category	Region	Taiwan				China			
	Item/Year	2021	2022	2023	2024	2021	2022	2023	2024
Hazardous Waste <sup>1</sup>	Total	4.1	4.2	4.3	6.3	19.2	24.2	39.5	45.6
	Direct Disposal—Incineration Only	3.1	2.8	1.8	1.5	5.2	7.1	7.9	19.1
	Direct Disposal—Other Disposal Operations	1.0	1.4	2.5	4.8	0	0	0	0
	Recycle—Reuse for Original Purpose	0	0	0	0	3.5	6.0	21.7	20.5
	Recycle—Recycling	0	0	0	0	10.5	11.1	9.9	6.0
Non-Hazardous Waste <sup>2</sup>	Total	432.4	491.5	376.3	371.3	5,526.1	6,342.9	4,060.3	2,047.0
	Direct Disposal—Incineration Only	200.8	228.4	166.3	165.1	289.1	743.9	520.7	636.9
	Direct Disposal—Landfill	0	0	0.2	0	0	0	0	0
	Direct Disposal—Other Disposal Operations	8.7	2.0	5.2	6.4	0	0	0	0
	Recycle—Reuse for Original Purpose	0.9	3.6	1.5	7.2	0	0	0	0
	Recycle—Recycling	222.0	257.5	203.1	192.6	5,237.0	5,599.0	3,539.6	1,410.1
<b>Total Waste Generation (metric tons)</b>		<b>436.5</b>	<b>495.7</b>	<b>380.6</b>	<b>377.6</b>	<b>5,545.3</b>	<b>6,367.1</b>	<b>4,099.8</b>	<b>2,092.6</b>
<b>Waste Generation Intensity (metric tons/NT\$ million)<sup>3</sup></b>		<b>0.017</b>	<b>0.016</b>	<b>0.015</b>	<b>0.013</b>	<b>0.139</b>	<b>0.146</b>	<b>0.127</b>	<b>0.074</b>

1: It refers to mercury lamps, empty bottles, waste liquids, electronic waste, etc., which are identified as hazardous waste by local environmental authorities during the disposal stage. They are collected and classified according to their hazardous characteristics, and then handed over to qualified disposal companies for processing.

2: It refers to domestic waste, unclassified combustible general waste, waste plastics, wastepaper, waste metals, and publicly announced recyclable and reusable waste. Recyclable and reusable waste is collected by local qualified recycling companies for recycling and reuse. Other waste is disposed of by qualified disposal companies and transported to processing plants according to waste disposal methods.

3: Coverage of revenue: Taiwan plants including Coretronic, Young Green Energy, uCare Medical Electronics, Coretronic Intelligent Cloud Service, Innospectra, Coretronic MEMS, Coretronic Reality, Coretronic Intelligent Logistic Solutions; China plants including Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), Coretronic Optics (Kunshan)

4: All generated waste is transported by qualified disposal companies to qualified processing plants for disposal, and there is no transfer of disposal.

5: The data on waste generation, transfer, and disposal comes from the Industrial Waste Report and Management Information System of the Environmental Protection Administration and the "One Enterprise, One File" Management System for Pollution Sources in Jiangsu Province. The data on recycling and reuse comes from internal records and accounting statements of the plants.

## Waste Reduction Strategies

### ► Reuse of Packaging Materials

In 2024, Coretronic implemented 6 packaging material recycling initiatives, achieving an overall recovery rate of 96%. The recycling results were counted by pieces, with 97% for trays, 76% for pallets, 67% for plastic pads, and 95% for paper boxes. In total, 805 metric tons of reusable packaging materials were recovered, resulting in a reduction of 1,658 tCO<sub>2</sub>e and cost savings of NT\$210,000 in pallet purchasing and waste disposal fees. (According to the Low Carbon Sustainable Information System website, each metric ton of waste generates 2.06 tCO<sub>2</sub>e.)

### ► Circular Economy Alliance

- Pallet reuse: Since 2017, Coretronic has partnered with local logistics suppliers for 8 consecutive years to recover and reuse original pallets for transportation. From 2017 to 2024, a total of 494.6 metric tons of pallets were recovered, reducing 1,019 tCO<sub>2</sub>e and saving NT\$2.26 million in pallet purchase and waste disposal costs.
- Tray recycling and reprocessing: Tainan Plant 1 has recycled defective trays, which were reprocessed for reuse. From 2021 to 2024, 1.8 metric tons of trays were recovered, reducing 3.7 tCO<sub>2</sub>e.

### ► Lightweight Chemical Containers

Since 2022, the Kunshan plants have replaced 500 mL glass ethanol containers with 2.5 L plastic bottles. Each liter of ethanol used results in a 0.768 kg reduction of hazardous industrial waste. From 2022 to 2024, this initiative reduced 4.5 metric tons of waste and 1.4 tCO<sub>2</sub>e and saved RMB 17,580 (approximately NT\$77,000) in waste disposal fees. (According to the Carbon Footprint Information Platform website, each metric ton of hazardous industrial waste disposed of by landfill generates 0.3 tCO<sub>2</sub>e.)

### ► End-of-Life Product Tracking

To ensure that reused products are handled legally, Coretronic has established clear waste management operating procedures and conducts annual on-site audits of waste disposal companies' compliance with regulations and their downstream processing capabilities. If non-compliance is found, guidance and follow-up improvements are provided, and if the issues persist, the disposal contract will be terminated to ensure proper and legal waste disposal. In 2024, Coretronic audited 40 waste disposal companies, covering general, recyclable, and hazardous waste, with a 100% audit completion rate and no irregularities found.



## 04

## 4.3 Environmental Resource Management

## Air Pollution Control

4.1 Climate Change Management

4.2 Waste Management

4.3 Environmental Resource Management

4.4 Green Products

4.5 Green Enterprise

The Company voluntarily reports and regularly monitors emissions from pollution sources to ensure continuous tracking and oversight. Currently, the main sources of air pollutants are organic solvents used in manufacturing processes, such as cleaning agents. For plants without regular testing, emissions data are compiled based on declarations submitted to the “Ministry of Environment’s Air Pollution Control Fee and Emissions Reporting Integrated Management System”. For plants with regular testing, data are based on the results of scheduled monitoring reports.

In 2024, the total emissions of volatile organic compounds (VOCs) amounted to 2.868 metric tons, showing a slight increase compared to 2023. This was due to the following two reasons: (1) At the Headquarters, starting in 2023, a new self-reporting item-storage tank (diesel tank refueling volume) was added in compliance with the requirements of the Environmental Protection Bureau of Hsinchu City. (2) At Coretronic Optics (Suzhou), an increase in product shipments led to higher ethanol usage for product wiping, which in turn raised VOC emissions. However, all emissions remained within the limits set by the Jiangsu Province “Integrated Emission Standard of Air Pollutants”. The Company will continue to track and monitor emissions in the future.

Types of Air Pollutants/Year	2021	2022	2023	2024
VOCs (metric tons)	5.385	2.874	2.569	2.868

Note: The above data covers 100% of the scope disclosed in this Report, including Coretronic’s Taiwan plants (Headquarters, Chunan Plant, Tainan Plant 1, and Tainan Plant 2) and China plants (Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), Coretronic Projection (Kunshan), Coretronic Optics (Kunshan)). Tainan Plant 2 was confirmed by the Tainan Environmental Protection Bureau during its voluntary reporting application that its emissions are below regulatory thresholds, and therefore reporting was not required.

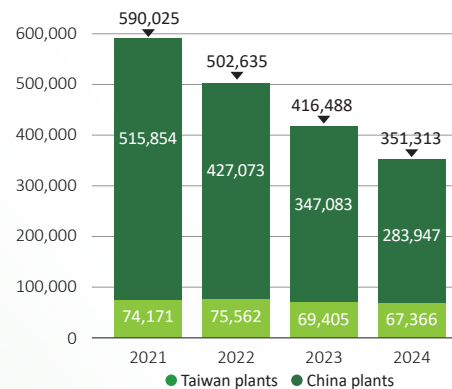
## Water Resource Management

Coretronic primarily sources its water from municipal supplies, with usage mainly for air conditioning, domestic needs, and catering services. Water users include employees, visitors, and contractors. Since there is no process water demand, the environmental impact is relatively low. However, considering that water resources are a globally significant sustainability concern, Coretronic conducts a comprehensive water risk analysis using the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI). The analysis results indicate that Taiwan plants are classified as low to medium water risk areas (levels 1~2), while China plants face high water risk levels (levels 3~4). In light of the potential exacerbation of water scarcity risks due to climate change, Coretronic will continue to monitor water usage and water stress levels, regularly assess and revise water optimization strategies to ensure effective management and sustainable use of water resources. Currently, all sites implement water recycling and conservation measures to mitigate water-related impacts. The Company also promotes water-saving awareness to proactively prevent potential water shortages during dry seasons.

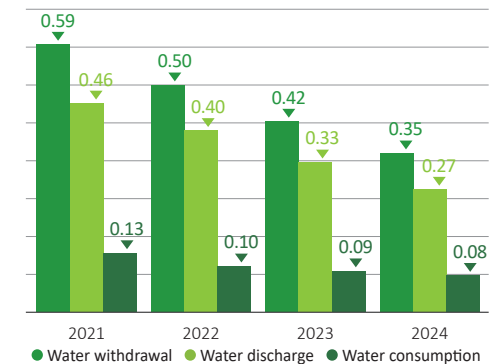
## Water Resource Management Strategies

- Maximize water use efficiency
- Enhance awareness and water conservation efforts throughout the upstream and downstream value chain
- Set water-saving targets and regularly review progress to ensure achievement of these goals
- Continuously promote and implement various water conservation initiatives to realize tangible results
- Identify feasible water-saving measures through routine management and inspections
- Promote water resource education to improve stakeholders’ water literacy

Annual Water Usage Trend (Metric Tons)



Annual Water Withdrawal, Discharge, and Consumption (Million Metric Tons)



### ► Water Quality Management

Coretronic's manufacturing process mainly focuses on product assembly, which does not require water usage and generate no process wastewater. The wastewater primarily originates from employee domestic sewage. In 2024, Coretronic discharged 0.27 million cubic meters of wastewater. All wastewater discharges comply with local regulatory requirements. Wastewater is strictly treated by local laws and regulations, with regular water quality testing conducted to monitor discharge conditions. This ensures that the discharge quality meets local regulatory standards. If any non-compliance is detected, a corrective action plan will be immediately implemented to prevent any adverse impact on natural water bodies and the ecological environment.

Region		Taiwan				China		
Indicator		Headquarters	Chunan Plant	Tainan Plant 1	Tainan Plant 2	Coretronic Projection (Kunshan), Coretronic Optics (Kunshan) <sup>1</sup>	Coretronic Optotech (Suzhou)	Coretronic Optics (Suzhou)
Result	PH	8	7.6	7.5	7.7	7.3	7.6	7.4
	SS (mg/L)	2.6	8.9	31	1	16	21	10
	COD (mg/L)	12	36.4	67.5	7.6	25	248	37
	BOD (mg/L)	3.4	13.8	22.3	<1.0	-	73.8	5.6
Standard	PH	5.0~9.0	5.0~9.0	5.0~10.0	5.0~10.0	6.5~9.0	6.5~9.5	6.5~9.5
	SS (mg/L)	300	300	250	250	200	400	400
	COD (mg/L)	500	500	450	450	350	500	500
	BOD (mg/L)	300	300	250	250	-	350	350

1: Coretronic Projection (Kunshan) and Coretronic Optics (Kunshan) are located at the same site and share a common drainage system; therefore, their water quality testing data are disclosed together.

### ► Water Usage Status

Although water resources are not a major environmental impact area in Coretronic's operations, water issues have become a global concern. Coretronic has set water reduction targets and promoted water conservation through awareness campaigns and various saving and recycling measures. In 2024, water consumption at Taiwan plants decreased by 3% compared to 2023 and by 9% compared to 2021. At plants in China, water usage in 2024 dropped by 18% from 2023 and by 45% from 2021, both achieving short-term targets. Overall, total water consumption across Taiwan and China plants fell by 16% from 2023 and by 40% from 2021. Looking ahead, the Company will continue implementing proactive water-saving measures to mitigate the impacts of climate change.

### ► Water Conservation Measures—Recycling Systems and Water-Saving Devices

- All Taiwan plants and Coretronic Optics (Suzhou) are equipped with recycling systems that primarily collect surface water, raft foundation water, air conditioning condensate, and rainwater for landscape irrigation and secondary domestic use. Each plant also implements water-saving measures such as adjusting the concentration of water replacement in air conditioning systems, installing water-saving devices on faucets (aerators and motion-sensor taps), monitoring water use in catering services, and reducing cleaning-related water consumption to achieve short-term water reduction targets.
- Since 2018, Coretronic has promoted various recycling and water-saving initiatives. As of 2024, the total volume of water saved and recycled reached 207,000 metric tons, resulting in a carbon reduction of 223.6 metric tons.

👍 In the 2024 Carbon Disclosure Project (CDP) "Water Security" questionnaire, Coretronic received an "A" leadership rating (A List).

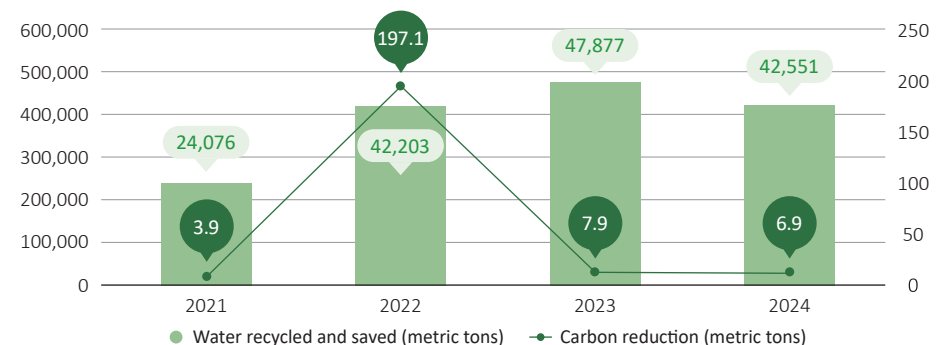
### ► Water Conservation Performance

Region	Taiwan	Taiwan and China		
	2021	2022	2023	2024
Water Saved (metric tons)	16,822	27,956	30,297	26,928
Water Recycled (metric tons)	7,254	14,247	17,580	15,623
Water Recycled and saved (metric tons)	24,076	42,203	47,877	42,551
Carbon Reduction (metric tons) <sup>1</sup>	3.9	197.1 <sup>2</sup>	7.9	6.9

1: The carbon emission per cubic meter of water used at Taiwan plants is calculated based on values published by the Taiwan Water Corporation; for China plants, it is based on the annual GHG inventory emission factor.

2: In 2022, the carbon emissions per metric ton of water at China plants reached 12.32 kgCO<sub>2</sub>e, significantly higher than in other years, resulting in a substantial increase in carbon reduction.

Annual Water Recycled and Water Saving Performance



## 04

4.4 Green Products <sup>3-3</sup>

- 4.1 Climate Change Management
- 4.2 Waste Management
- 4.3 Environmental Resource Management
- 4.4 Green Products
- 4.5 Green Enterprise

Material Topic  
Green Process  
and Product  
ManagementGRI Topic  
EnergyGRI Topic  
Emissions

## Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants, Wujiang plants), suppliers/contractors

## Topic Importance

Based on the product life cycle, develop eco-friendly products that reduce environmental impact, improve energy efficiency, are easy to disassemble and recycle, and are low-carbon and environmentally friendly, with the goal of "providing convenient, safe and energy-saving sustainable products" together with suppliers and customers.

## Strategy

Green thinking is integrated into product development and design by selecting low-carbon materials, implementing the IECQ QC 080000 system to control and reduce/gradually eliminate hazardous substances, and reducing energy consumption during manufacturing processes to mitigate environmental impact.

## Operating Mechanism

The "Green Projector Development Team" and the "Green Product R&D Team" are responsible for setting and planning annual goals, budgets, and plans. After approval, these plans are integrated into the R&D phase, with regular reviews of implementation performance and continued advancement of related initiatives.

## Targets

Indicator/Year	Short-Term (2025)	Medium-Term (2026~2028)	Long-Term (2029~2031)
Product Carbon Footprint Inventory	<ul style="list-style-type: none"> <li>• Platform completed</li> <li>• Self-inventory</li> <li>• ISO 14067</li> </ul>	<ul style="list-style-type: none"> <li>• Platform launched</li> <li>• Carbon footprint inventory of new products</li> </ul>	Carbon footprint inventory of all products
Shipment ratio of mainstream and commercial projectors using post-consumer recycled (PCR) materials	10%	15%	30%
Shipment ratio of mainstream and smart projectors using eco-friendly cushioning materials	66%	74%	75%
Shipment ratio of projectors using FSC-certified or recycled pulp-based paperboard	50%	75%	92%
Percentage of reduced power consumption by high-efficiency backlight modules	5%	10%	10%
Proportion of new developed laptop models introducing recycled aluminum materials	3%	4%	6%

## Performance

- Self-developed and implemented a Product Carbon Footprint Inventory Platform, completing the "Material Emission Factor Database" in 2024
- Three EX1 laser projector models and two LCD monitor models passed ISO 14067 verification
- Conducted product carbon footprint self-inventory for 9 consecutive years; the 14-inch backlight module's carbon footprint is 1.41 kgCO<sub>2</sub>e per unit, a 25% reduction from 2023
- Continued optimization of mainstream projector optoelectronic designs improved overall product performance, increasing energy savings by 74% compared to 2023, with an estimated annual savings of approximately 44.29 GWh and carbon reduction of 21,877 metric tons
- Used 50% post-consumer recycled plastic (PCR) for product casings, covering 12% of the annual shipment volume of mainstream and commercial projectors, achieving the short-term target
- Used FSC-certified or recycled pulp-based paperboard for shipping, covering 96% of projector shipments, achieving the short-term target
- Used eco-friendly cushioning materials for packaging, covering 90% of mainstream and smart projector shipments, meeting the short-term target
- Developed a high-efficiency backlight module, reducing energy consumption by 5.3%, achieving the short-term target
- Introduced recycled aluminum in newly developed laptop models, with an introduction rate of 3.8%, achieving the short-term target
- Adopted DHL's "GoGreen Plus Sustainable Air Transport Solution" to reduce transportation carbon emissions by 48%
- Coretronic Optics (Suzhou) passed the IECQ QC 080000 certification

Coretronic views green products as one of the cornerstones of its net-zero development strategy. Centered on sustainable development and the SBT carbon reduction pathway, the Company has established green product development strategies with clearly defined short-, medium-, and long-term goals. By incorporating green design principles and advancing green product R&D and manufacturing, the Company promotes green technology innovation, the application of energy-saving technologies, increased material sustainability, the adoption of environmentally friendly low-carbon materials, eco-friendly packaging, and green transportation. These efforts have not only resulted in significant progress in energy conservation and emissions reduction, but also in the launch of more innovative green products.

Coretronic also actively collaborates with customers to implement the concept of product recycling and reuse. Through machine recycling, material refurbishment, and performance enhancement, the Company restores product performance and reuses the products, significantly reducing the use of raw materials and extending the product life cycle. Furthermore, the Company has established a robust green supply chain with suppliers, requiring them to meet environmental standards and jointly reducing the environmental impact of the supply chain. These diverse green product strategies not only meet market and customer demands, but also effectively reduce product carbon footprints. Looking ahead, Coretronic aims to lead the green product trend and offer a wider range of environmentally friendly solutions to the global market.

#### ► Project Teams

- Green Projector Development Team: The highest executives of the mainstream, commercial, and smart projector business groups appointed the R&D managers to form the Green Product Development Team. This team leads a comprehensive review of the carbon emissions generated during the projector product development and design processes. Implementing environmentally friendly designs based on the product characteristics and advantages, gradually conducting product carbon footprint inventories and establishing a comprehensive product carbon footprint database. Through continuous product optimization and performance enhancement, aiming to achieve carbon reduction targets.
- Green Product R&D Team: With green design as its core concept, this team focuses on developing products with features such as “low energy consumption”, “lightweight design”, and the “use of recycled materials”. In 2024, the team regularly held working group meetings and initiated 34 product development projects. These included integrating recycled aluminum back panels and recycled plastic frames into new products, as well as developing high-efficiency backlight modules to reduce energy consumption. The team also continued to implement low-carbon technologies for light guide plates and lightweight optical films in mass production to meet customer needs.

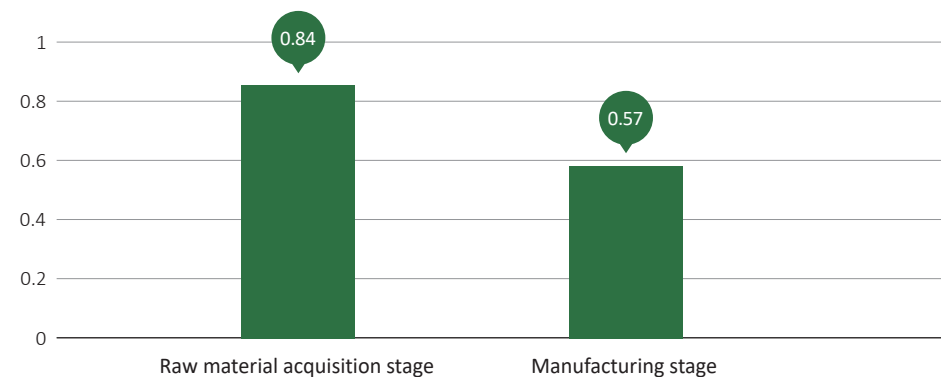
#### ► Product Carbon Footprint Inventory

- Product Carbon Footprint Inventory Platform: Based on the inventory results of the EX1 laser projector platform, the Company has independently planned and established a product carbon footprint inventory platform aligned with product BOM data. In 2024, the “Material Emission Factor Database” was completed, which prioritizes the verification of carbon emission data for new product components. The “Manufacturing Stage Database” is scheduled for completion in 2025, with full platform deployment targeted for 2026.
- ISO 14067 Verification: In 2022, three mainstream EX1 laser projector models, one 15-inch LCD monitor model, and one 43-inch LCD monitor model were selected for ISO 14067 B2B product carbon footprint inventory and verification. According to the carbon footprint inventory of the EX1 laser projectors, the most significant emission phase was the B2B “raw material acquisition” stage. Moving forward, the Company will utilize its in-house carbon footprint inventory platform to identify emission hotspots and focus on raw material substitution, low-carbon material selection, and recycled material adoption. These actions aim to optimize product design and continuously develop sustainable, green products with competitive advantages for consumers.
- Self-Conducted Inventory: Since 2016, the Company has independently conducted carbon footprint inventories for its backlight module products for nine consecutive years. In 2024, the carbon footprint of a 14-inch backlight module was 1.41 kgCO<sub>2</sub>e per unit, a 25% reduction compared to 2023. This improvement was primarily due to a 38% reduction in electricity consumption per unit, a 21% reduction in back panel weight, a 35% reduction in production time, and an 11% decrease in plant electricity usage. The Company will continue promoting green product development, diverse energy-saving initiatives, and increased renewable energy use to support the development of low-carbon products.

14-inch Backlight Module Life Cycle Stage Emission Statistics

Life Cycle Stage	Category	Carbon Emissions (kg)	Percentage (%)
Manufacturing	Electricity	0.54	38.3
	Others	0.03	2.1
Raw Material Acquisition	BACK COVER	0.33	23.4
	L.G.P. PRINTLESS	0.19	13.5
	LED LIGHT BAR	0.18	12.8
	Film Material	0.11	7.8
	Others	0.03	2.1
<b>Total</b>		<b>1.41</b>	<b>100</b>

14-inch Backlight Module Life Cycle Stage Emissions (kg/pcs)





## Green Design <sup>302-5</sup>

- ▶ R&D Patents: Green thinking is integrated into R&D technologies, and active patent applications are pursued to design green products that help customers save energy and reduce carbon emissions. In 2024, 58% of the proposals at Taiwan plants were related to energy conservation and carbon reduction.
- ▶ Projectors and Visual Solutions
  - 👍 Continued optimization of the optical design of mainstream projectors has significantly enhanced overall product performance. Compared to 2023, energy efficiency improved by 74%, with an estimated annual electricity savings of 44.29 GWh, equivalent to a carbon reduction of 21,877 metric tons.
  - Solid-state light source (SSI) projectors are more energy-efficient than lamp-based projectors. The EX/EU laser projector series platform models consume 54% less energy than comparable lamp-based models.
  - Certain models of smart projectors use solar-powered remote controls and reduce material usage for individual components by 50%, effectively lowering raw material consumption and environmental impact.
  - In collaboration with customers, the D32 platform key component revitalization program was launched. This program enhances key component quality through core technologies, enabling easier disassembly and recycling. Recycled components can be reintegrated into the production process, achieving a 60% reuse rate.
  - Power consumption in standard operation and standby modes complies with EU energy-saving standards.
  - Equipped with an automatic power-off safety feature (including automatic power-off for no signal source and sleep mode).
  - Reduced the need for post-processing designs (such as electroplating, painting, printing) depending on the product category.
  - Adopted environmentally friendly solid-state light sources (SSI) such as LED and laser, as well as other mercury-free materials, to introduce completely mercury-free projectors.
  - Compared to traditional lamp projectors, the lifespan of the light source in LED and laser projectors can be up to 5 times longer, eliminating the need for lamp replacement and reducing environmental impact.
- ▶ Backlight Modules and Energy Saving Products
  - Development of High-Efficiency Backlight Modules to Reduce Energy Consumption: By optimizing the optical film materials and microstructure design of the light guide plate, the light emitted from the light guide plate can achieve higher efficiency through the optical films, effectively reducing energy consumption. The newly developed LCD modules in 2024 achieved an energy-saving rate of 5.3%.
  - Low-Carbon Backlight Board Technology: The Tainan Plant 1 enhanced optical brightness technology, resulting in a 25% reduction in lighting power consumption. In 2024, 62,292 units were produced. Assuming 10 hours of daily use over 365 days, this led to an electricity saving of over 1.89 GWh and a carbon reduction of 934 metric tons.
  - Lightweight Backlight Board Design: The Tainan Plant 1 reduced the thickness of composite optical films and redesigned structural components, lowering the material usage of optical films and back plates. The average weight was reduced by approximately 7%. In 2024, 486,480 units were produced, achieving a total weight reduction of 36 metric tons, which translates to a carbon reduction of 73 metric tons.
  - Lightweight Optical Film Design: Coretronic Optotech (Suzhou) optimized the optical structural design, replacing the original 0.45 mm POP film with a 0.32 mm MOP film while maintaining optical performance. This lightweight design reduced the weight by about 31%. In 2024, 1,083 units of small-sized lightweight products were introduced, reducing the overall product weight by 5 kg, with a carbon reduction of 0.01 metric tons.
  - Optimized Circuit Design: Coretronic Optics (Suzhou) implemented a circuit optimization project for a 14.9-inch automotive touch display module, reducing the number of flexible flat cables (FFC) from 6 to 4. In 2024, 2,700 touch display modules were produced, resulting in a carbon reduction of 0.05 metric tons.

## Low-Carbon Materials

To align with international sustainability trends and customer requirements and to effectively reduce Scope 3 GHG emissions, Coretronic has established the “[Sustainable Raw Material Policy](#)” following discussions by the Green Projector Development Team and Green Product R&D Team. The policy aims to “increase the use of recycled raw materials”, “achieve a 30% absolute reduction in Scope 3 GHG emissions by 2032”, and reach “net-zero emissions by 2050”. The policy was signed by the Chairman and publicly announced on the official website.

- To reduce raw material consumption and promoting a circular economy, the Company has used 50% post-consumer recycled plastic (PCR) for product casings since 2022. In 2024, the number of PCR-integrated models for mainstream and commercial projectors continued to increase, with PCR-equipped units accounting for 12% of the total annual shipments in these two categories, achieving the short-term target.
- The projector models utilizing PCR consumed a total of 59 metric tons of plastic, of which 19.7 metric tons were PCR, representing 33% of the total plastic used.
- In collaboration with customers, recycled aluminum materials were added to the back covers of newly developed laptop models. The proportion of models using recycled aluminum has been gradually increased, and in 2024, 3.8% of newly developed laptop models incorporated recycled aluminum, achieving the short-term target.
- The newly developed laptop models that used recycled aluminum consumed a total of 7.756 metric tons of aluminum, including 0.0222 metric tons of recycled aluminum, accounting for 0.29% of the total aluminum used.

## Green Manufacturing <sup>305-5</sup>

- Chunan Plant adjusted the production temperature in the light guide plate process, saving 0.25 kWh of electricity per hour. In 2024, with a total of 3,466 production hours, this resulted in a saving of 867 kWh of electricity and a carbon reduction of 0.4 metric tons.
- NEW** Coretronic Optics (Suzhou) continued adopting cold bending process to replace the traditional hot bending process. By applying cold bending to 12.3-inch automotive touch display materials, carbon emissions per unit area were reduced by 30%. In 2024, a total of 68,000 displays were produced, with a processed area of 36,627 square feet, resulting in a carbon reduction of 549 metric tons.
- NEW** Following local regulatory requirements under the “National Pollution Prevention and Control Technology Guidance Catalogue (2024, Restricted and Eliminated Categories)”, Coretronic Optics (Suzhou) phased out the UV photolysis exhaust gas treatment process, saving 31,500 kWh of electricity and reducing 17 metric tons of carbon emissions in 2024.
- Due to organizational restructuring, Kunshan plants integrated production processes, resulting in a savings of 74,880 kWh of electricity and a carbon reduction of 42.7 metric tons in 2024.

## Green Packaging

- Eco-friendly cushioning materials: For mainstream and smart projector shipments, eco-packaging materials like paper pulp and folded paper were used as cushioning. These environmentally friendly materials were used in 90% of annual shipments for these two projector categories.
- Use of recycled pulp cartons for shipments: Projectors are shipped in cartons made from FSC-certified or recycled pulp-based paperboard products, covering 96% of total projector shipments annually.
- Reprocessing of discarded trays: Once trays have been reused multiple times and no longer meet quality standards, they are fully returned to the tray supplier for remanufacturing. This approach aims to achieve waste-to-resource conversion, replacement of natural resource extraction, complete material circulation, and zero waste. In 2024, 1,185 discarded trays were remanufactured, reducing 0.1 metric tons of waste and 0.2 metric tons of carbon emissions.

## Green Transportation

- The overall volume design of mainstream laser projectors was optimized, reducing average dimensions by 36%, resulting in an estimated annual carbon reduction of approximately 2.7 metric tons.
- To balance timeliness with carbon reduction, some cargo originally scheduled for air freight was shipped via sea freight instead, leading to a carbon reduction of nearly 2.9 metric tons in 2024.
- Sustainable aviation fuel adoption: For two consecutive years, DHL's "GoGreen Plus Sustainable Air Transport Solution" has been adopted, using sustainable aviation fuel (SAF) to reduce carbon emissions. In 2024, the total carbon emissions amounted to 50.03 metric tons, representing a reduction of 45.38 metric tons compared to conventional air freight, which is equivalent to a 48% decrease in carbon emissions.



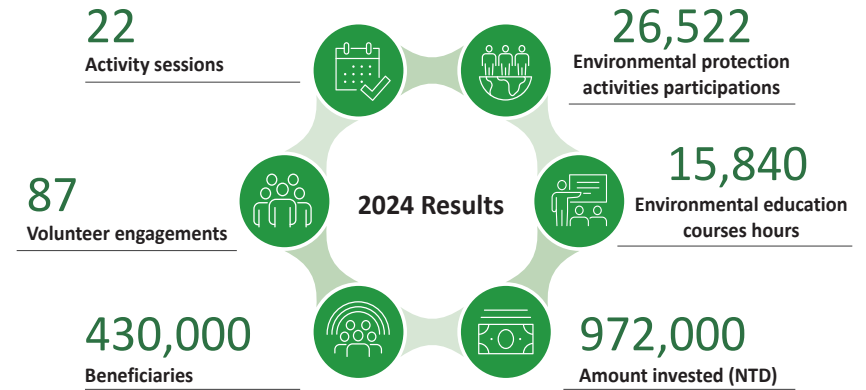
## 04

## 4.5 Green Enterprise

- 4.1 Climate Change Management
- 4.2 Waste Management
- 4.3 Environmental Resource Management
- 4.4 Green Products
- 4.5 Green Enterprise

Climate change has become one of the most concerned and impactful sustainability issues globally in recent years. Coretronic places “Environmental Sustainability 4G Force” at the core of its operations, consistently promoting eco-friendly measures and the “Green Living Practice Program”. The Company invites green partners to participate in initiatives centered around “Green Earth, Green Action, and Green Knowledge”. By raising employee awareness of energy conservation and environmental protection, and reducing water usage and CO<sub>2</sub> emissions from office activities, Coretronic is building green factories and aiming to expand its influence through a culture of sustainability, doing its part to mitigate the environmental impacts of climate change.

To demonstrate its firm commitment to environmental protection, Coretronic proactively signed 4 international environmental initiatives in 2024. These include the “[Biodiversity Conservation and No Gross Deforestation Commitment](#)”, through which the Company conducted assessments using the BRF (Biodiversity Risk Filter), aspiring to achieve a net positive ecological impact and meet its no-deforestation goal by 2050. In addition, Coretronic actively engaged in environmental charity activities and responded to the needs of local public agencies. For five consecutive years, the Company has adopted public restrooms and coastal areas. It also converted the benefits of its environmental campaigns into monetary donations and, for the first time, launched green travel initiatives, extending its green influence from within the organization to the broader community.



## Achievements of the Green Living Practice Program

Item	Year	Content	2022	2023	2024
	Green Earth	Environmental Theme Day Activities	<ul style="list-style-type: none"> <li>21,446 participations in environmental protection activities</li> <li>4,589 hours of environmental education</li> <li>Monthly release of environmental protection knowledge posters</li> </ul>	<ul style="list-style-type: none"> <li>30,167 participations in environmental protection activities</li> <li>15,975 hours of environmental education</li> <li>Regular release of environmental protection knowledge posters</li> </ul>	<ul style="list-style-type: none"> <li>26,522 participations in environmental protection activities</li> <li>15,840 hours of environmental education</li> <li>Regular release of environmental protection knowledge posters</li> </ul>
	Green Knowledge	Environmental Education e-Platform Environmental Themed Posters Ecological Environmental Education Environmental Education Courses	<ul style="list-style-type: none"> <li>Adopted 1 km of coastline and 5 public restrooms</li> <li>Held 4 Mountain and Water Clean-up and Beach Clean-up events</li> <li>4,174 green points completed at Taiwan plants</li> </ul>	<ul style="list-style-type: none"> <li>Adopted 1 km of coastline and 5 public restrooms</li> <li>Held 3 Mountain and Water Clean-up and Beach Clean-up events</li> <li>4,697 green points completed at Taiwan plants</li> </ul>	<ul style="list-style-type: none"> <li>Adopted 1 km of coastline and 5 public restrooms</li> <li>Held 6 Mountain and Water Clean-up and Beach Clean-up events</li> <li>3,770 green points completed at Taiwan plants</li> </ul>
	Green Action	Coastline and Public Restroom Adoption Environmental Charity Mountain and Beach Clean-up Events Green Earth Point Collection Community Feedback Green Procurement Ecological Conservation Green Travel	<ul style="list-style-type: none"> <li>Reduced 1 metric ton of carbon emissions in “Turning Off Lights for One Hour”</li> <li>Sponsored 2,000 bottles of straw decomposer</li> <li>NT\$919,000 invested</li> <li>19,121 participations in three major environmental theme day events</li> <li>Green product procurement total: NT\$35.48 million</li> </ul>	<ul style="list-style-type: none"> <li>Reduced 1.1 metric tons of carbon emissions in “Turning Off Lights for One Hour”</li> <li>Sponsored 2,000 bottles of straw decomposer</li> <li>NT\$932,000 invested</li> <li>28,021 participations in five major environmental theme day events</li> <li>Green product procurement total: NT\$40.84 million</li> </ul>	<ul style="list-style-type: none"> <li>Reduced 1.3 metric tons of carbon emissions in “Turning Off Lights for One Hour”</li> <li>Sponsored 2,000 bottles of straw decomposer</li> <li>NT\$972,000 invested</li> <li>25,171 participations in five major environmental theme day events</li> <li>Green product procurement total: NT\$33.26 million</li> <li><b>NEW</b> 2 green travel events conducted</li> </ul>

## Biodiversity

Coretronic's Taiwan and China plants are not located within any ecological conservation areas. In addition to ensuring no destruction of wildlife habitats, the Company is committed to reducing the consumption of natural resources by acting at the source. This includes fully optimizing production processes, minimizing the ecological impact of raw materials, avoiding deforestation, improving energy use efficiency, encouraging suppliers to use environmentally friendly and recyclable materials, and actively collaborating with upstream value chain partners to protect nature. Starting with the reduction of environmental damage, the Company aims to assess nature-related impacts through the TNFD (Taskforce on Nature-related Financial Disclosures) framework. This will help us achieve its biodiversity-related goals and gradually incorporate nature-related issues into business decision-making. The Company's objective is to develop more comprehensive environmental conservation strategies and demonstrate the harmonious coexistence of technology and ecology.



▲ Five key actions in support of the Biodiversity Conservation and No Gross Deforestation Commitment

### NEW Biodiversity Conservation and No Gross Deforestation Commitment

To safeguard biodiversity and end deforestation, Coretronic announced its [“Biodiversity Conservation and No Gross Deforestation Commitment”](#) in 2024, officially signed and endorsed by the Chairman to demonstrate the Company's strong dedication to biodiversity conservation. The Company actively promotes ecological protection through three major aspects of “conservation, restoration, and education”, aiming to enhance the resilience and adaptability of Earth's ecosystems. The Company is committed to minimizing the environmental impact of its operations and drives nature conservation and environmental education through five key actions, namely “protecting biodiversity”, “implementing resource management”, “practicing green manufacturing”, “actively participating in conservation initiatives”, and “building consensus on ecological preservation”. The Company's goal is to generate a net positive impact on ecosystems by 2050 and achieve zero deforestation, realizing a vision of synergy between technology and nature.

### NEW Introduction of Biodiversity Risk Assessment

To better understand its dependence on and impact to biodiversity, Coretronic adopted the Biodiversity Risk Filter V2.0 (BRF) developed by the World Wildlife Fund (WWF) to evaluate physical and reputational biodiversity-related risks across operational sites within the boundaries of this Report. The assessment analyzed the geographic coordinates, industry type, and criticality of each operational site to determine their “levels of dependency” and “impact” on natural environments. It covered eight major categories, including “Provisioning Services”, “Regulating and Supporting Services - Enabling”, “Regulating Services - Mitigating”, “Cultural Services”, “Pressures on Biodiversity”, “Environmental Factors”, “Socioeconomics Factors”, and “Additional Reputational Factors”, comprising a total of 33 biodiversity-related risk indicators.

The results indicated that the Company's biodiversity risks are primarily low to medium. Among the top five risk indicators, “pollution” showed slightly elevated risk. In response, Coretronic has established a [Plastic Reduction Commitment](#), encouraging all employees to sign the “Company-Wide Plastic Reduction Commitment” initiative. The Company has also integrated circular economy principles into product design and development to reduce reliance on plastics. To address soil and water pollution caused by nitrogen-based fertilizers and pesticides, the Company promotes organic hydroponic vegetable cultivation and regularly sources organic agricultural products from local farmers in support of pesticide-free diets. In response to risks under “Regulating Services - Mitigating” and “Provisioning Services”, Coretronic has implemented various GHG reduction projects, water-saving initiatives, and renewable energy adoption measures to mitigate climate change and reduce the impact of extreme weather events.

### ► Biodiversity Risk Indicators and Categories

Rank	Top 5 Risk Indicators	Risk Categories
1	Pollution	Physical—Pressures on Biodiversity
2	Tropical Cyclones	Physical—Regulating Services - Mitigating
3	Extreme Heat	Physical—Regulating Services - Mitigating
4	Labor/Human Rights	Reputational—Socioeconomic Factors
5	Air Condition	Physical—Regulating and Supporting Services - Enabling

### ► Ecological Conservation Actions

- At the Wujiang plants, 2,000 native grass carp fries were released into Lake Tai. Grass carp help control the growth of aquatic plants, maintain ecological balance in the water body, and improve the aquatic ecosystem. A total of 14 participants joined this activity.
- At the Wujiang plants, new bird nests were constructed within the site to provide birds with a safe and comfortable living environment. This initiative ensures that fledglings can grow in suitable conditions, promotes biodiversity, and helps turn the site into a natural and sustainable environment.



**NEW Plastic Reduction Commitment**







Plastic pollution has become a global environmental crisis. In 2024, Earth Day was themed “Planet vs. Plastics”, calling on people around the world to unite in ending the harm plastic pollution causes to the planet and all living beings. In response to the global urgency surrounding plastic issues, the Company invited all employees to sign the “Company-Wide Plastic Reduction Commitment” to raise awareness and foster a collective commitment to reducing plastic use. The Company’s goal is to achieve zero plastic pollution by 2040.

Item	Reduce the Use of Single-Use Plastic Products	Support Environmental Protection and Circular Economy	Actively Participate in Environmental Protection Activities
Details	<ul style="list-style-type: none"> <li>Reduce the use of plastic bags and switch to reusable bags</li> <li>Bring your own eco-friendly utensils/cups and shopping bags</li> </ul>	<ul style="list-style-type: none"> <li>Prioritize recyclable or biodegradable products</li> <li>Promote and practice reuse and recycling of resources</li> </ul>	<ul style="list-style-type: none"> <li>Actively participate in plastic reduction activities organized by the government, company, or community</li> <li>Raise awareness about the importance of plastic reduction among family, friends, and the community, and share practices and experiences</li> </ul>

**Green Living Practice Program**

- Green Earth

A total of 25,171 participations joined five major environmental theme days in 2024

Arbor Day	Earth Day		Car-Free Day	Cleanup Day	Food Day
<b>Green Plants for the Earth</b> <ul style="list-style-type: none"> <li>2 tree-planting events held at the China plants, adding greenery to the sites, with 17 participants.</li> <li><b>NEW</b> 2 “Coffee Grounds Planting” events held at the Wujiang plants, where coffee grounds were reused to grow succulents, with 52 participants.</li> </ul> 	<b>Turning Off Lights for One Hour</b> <ul style="list-style-type: none"> <li>The “Turning Off Lights for One Hour” event was held for the 5 consecutive year, with participation from 8 plants across Taiwan and China, 7 elementary schools, and 115 suppliers. A total of 14,628 participations, saving 2,467 kWh of electricity and reducing carbon emissions by 1.3 metric tons, an 18% increase in carbon reduction from the previous year.</li> </ul> 	<b>Green Products Exchange</b> <ul style="list-style-type: none"> <li><b>NEW</b> 548 employees in the Taiwan plants joined the Green Products Exchange event. A total of 4,267 used batteries were collected and 2,498 second-hand bags were donated to a Decathlon store in Hsinchu. Furthermore, 531 receipts were donated to the World Peace Association and the Taiwan Environmental Information Association. Proceeds from the sale of 210 second-hand books were donated to Homeless Taiwan Association and the Chinese Childrenhome &amp; Shelter Association.</li> </ul> 	<b>Green Travel Day</b> <ul style="list-style-type: none"> <li>24 Car-Free Day events were held across the China plants, with 2,005 total participations. The event reduced fuel-powered vehicle travel by 30,543 km, cutting carbon emissions by 7.1 metric tons.</li> <li><b>NEW</b> A cycling event around Lake Tai was organized by the Wujiang plants, with 18 participants.</li> </ul> 	<b>Reduce Plastics to Save the Earth</b> <ul style="list-style-type: none"> <li><b>NEW</b> All employees signed the “Company-Wide Plastic Reduction Commitment”.</li> <li>Kunshan plants organized a “Donate Preloved Items, Share Love” campaign, donating 52 clothing items and 204 books to the Kunshan Charity Foundation.</li> </ul> 	<b>Cherish Food, Advocate Rituals</b> <ul style="list-style-type: none"> <li>China plants held 3 sessions of “Clean Plate Activity” during lunchtime, encouraging employees to practice food conservation by taking only what they can eat to reduce food waste. A total of 3,309 participants joined the event.</li> </ul> 

## • Green Knowledge

### ► Environmental Education Site Visits

- Employees and their families from the Headquarters and Chunan Plant were invited to visit Flying Cow Ranch to experience nature and participate in a series of dairy-related activities. The visit promoted the concept of environmentally friendly, low-carbon food mileage as well as knowledge and attitudes toward a healthy and balanced diet. A total of 162 participants joined, accumulating 486 hours of environmental education.
- Employees and their families from Tainan Plant 1 and 2 visited Tsou Ma Lai Recreational Farm. Through outdoor travel, DIY workshops, and ecological experience activities, participants gained an understanding of the local ecosystem and sustainability concepts. A total of 121 people participated, accumulating 363 hours of environmental education.



### ► Environmental Education Video Promotion

- At Taiwan plants, four environmental education videos on key topics such as marine ecology, ecological conservation, and green procurement were added to the Coretronic APP. These videos were made available for employees and their families to watch, increasing awareness of environmental issues and participation in eco-friendly activities. A total of 803 viewing hours were accumulated, and a prize quiz was organized to incentivize viewing, attracting 800 participations.

**NEW** In 2024, the China plants launched an environmental education video program, offering 10 educational videos for employees to watch. The initiative aimed to enhance awareness of waste reduction, environmental protection, and nature conservation, with a total of 9,953 viewing hours accumulated.



## • Green Action

### ► Eco-Friendly DIY Workshops

- Tainan Plant 1 and 2 organized an “Eco Magic Brush Workshop”, where participants repurposed yarn from old sweaters to make cleaning brushes and created food-grade bath bombs. The activity aimed to reduce resource waste and water pollution, with 30 participants taking part.
- Wujiang plants held four “Cardboard Box and Paper Cup Upcycling Workshops”, transforming waste materials into decorative items through creative reuse. A total of 39 participants joined the activities.



### **NEW** Low-Carbon Green Travel

- Tainan Plant 1 and 2 jointly organized a “Hinoki Forest Green Travel Event”, allowing employees and their families to enjoy travel while minimizing environmental pollution and damage. A total of 30 participants joined the event.
- Kunshan plants held a “Dayuan Hiking Activity”, where employees and their families experienced the beauty of natural living through eco-friendly hiking. A total of 44 participants joined the event.



### ► Adopt Public Restrooms

Chunan and Tainan Plant 1 have responded to the government's public restroom adoption program for 5 consecutive years, adopting 5 public restrooms in the local township office where the plants are located. In addition to providing local residents with a better restroom environment, water-soluble toilet paper is also provided to reduce waste generation. Nearly NT\$60,000 was invested, benefiting 430,000 residents and reducing carbon emissions from waste by 3.7 metric tons.

### ► Sponsor Straw Decomposer

Since 2021, for 4 consecutive years, Coretronic has provided straw decomposer to farmers in Hsinchu County. This allows them to use straw decomposer instead of burning straw, effectively improving air pollution problems. In 2024, the Company sponsored NT\$470,000 to purchase 2,000 bottles of decomposer, which can be used for 200 hectares of rice fields, accounting for approximately 5% of the rice field area in Hsinchu County, reducing carbon emissions by 1,800 metric tons.

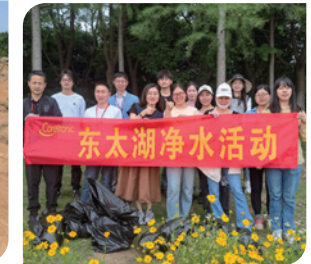
### 👍 Mountain and Water Clean-up Events

- **Protecting the Ocean:** The Chunan Plant has adopted and maintained the Long Fong Fishing Port coastline for 8 consecutive years. In addition to regularly organizing beach cleanups at the port, the plant was invited for the first time by the Miaoli County Government and its customer AUO to host a “Joint Beach Cleanup Event”. Led by the Executive Vice President and supervisor of the Safety and Environment Division, the team conducted cross-district cleanups at Caota in Guanyin, Taoyuan and the Evergreen Forest Coastline in Zhunan. In 2024, 3 beach clean-up events were held, with 65 volunteer attendances and 480 kg of marine debris collected. A donation of NT\$40,000 was also made to the “Society of Wilderness”.
- **Mountain and Water Clean-up Events:** In 2024, the China plants held 3 mountain and water clean-up activities to protect natural landscapes and raise environmental awareness among employees. A total of 63 participants joined and collected 33 kg of waste.

#### Protecting the Ocean



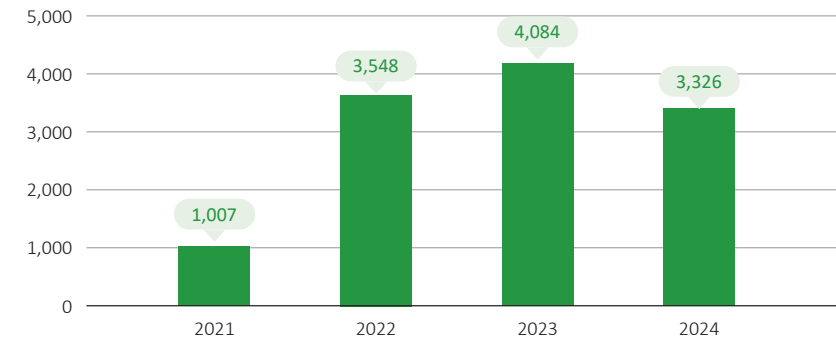
### Mountain and Water Clean-up Activities



### ► Increase the Usage of Green Products

- In response to the green procurement policy of the Ministry of Environment and implementing the eco-friendly concept of “recyclable, low-pollution, and resource-saving”, the Company encourages suppliers to actively develop green products to improve its quality in Taiwan. The Company prioritizes the procurement of low-pollution, recyclable, resource-saving, or green building materials, self-declared or products with a lower environmental impact throughout their life cycle (from raw material acquisition to disposal).
- In 2024, the declared procurement amount from Taiwan plants reached NT\$33.26 million, representing a 15% increase compared to the average of the past three years. All four Taiwan plants reported over NT\$5 million in green procurement.
- In 2024, the Company procured 33,200 packages of eco-labeled toilet paper, 21,200 packages of eco-friendly hand towels, and 2,429 packages of PEFC-certified copy paper.

Annual Procurement Amount of Green Products (NT\$10,000)



### ► “Step Up” Stair Climbing Activity

- The Company installed self-developed step counters on each floor to record employees’ stair-climbing activities and their associated carbon reduction. Since the launch of the “Step Up” stair climbing activity in 2015, employees have cumulatively climbed over 240 million steps from 2015 to 2024, equivalent to climbing Taiwan’s Yushan (Jade Mountain) 13,953 times. This effort has saved approximately 3.47 GWh of electricity and reduced carbon emissions by 1,780 metric tons, equivalent to the annual carbon absorption of 4.6 Da’an Forest Parks.

Chapter

# 05

## **Sustainable Supply Chain**

- 5.1 Supply Chain Management Strategies and Goals
- 5.2 Responsible Supply Chain Management
- 5.3 Green Alliance

## 05

## 5.1 Supply Chain Management Strategies and Goals

## 5.2 Responsible Supply Chain Management

## 5.3 Green Alliance

## 5.1 Supply Chain Management Strategies and Goals

2-6, 2-26, 2-29, 3-3

Suppliers are key partners in the Company's sustainable operations. Coretronic has a total of 1,296 qualified suppliers across its Taiwan and China plants, including 1,124 domestic suppliers (accounting for 87%) and 172 overseas suppliers. The Company manages suppliers by categorizing them according to their characteristics and the products or services they provide. Its strategy prioritizes local procurement to promote local economic development, ensure operational stability, accelerate production efficiency, and minimize carbon emissions generated during transportation.

To achieve the vision of "sustainability and mutual benefit" with its supplier partners, Coretronic has established the "Sustainable Supplier Management Regulations" for production materials suppliers. These regulations include requiring supplier partners to adhere to the principles, conducting supplier risk assessments, audits, training and guidance, and recognizing outstanding suppliers while sharing sustainability trends during the Annual Supplier Conference. These efforts aim to ensure that its supplier partners can operate sustainably. In addition, the Company manages suppliers in accordance with the Responsible Business Alliance (RBA) Code of Conduct. The Company strives to encourage suppliers to give due attention to ethics, labor and human rights, environmental protection, health and safety, and to thoroughly implement risk management and business continuity plans to build a sustainable supply chain. If supplier partners have any suggestions or inquiries related to sustainability, they may contact us via [ESG@coretronic.com](mailto:ESG@coretronic.com).

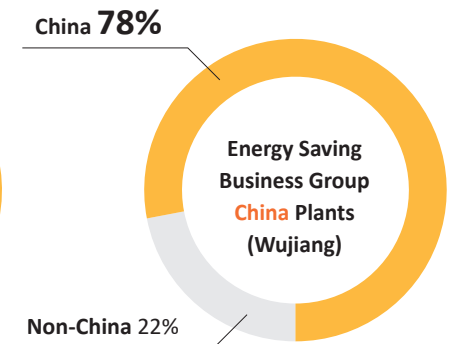
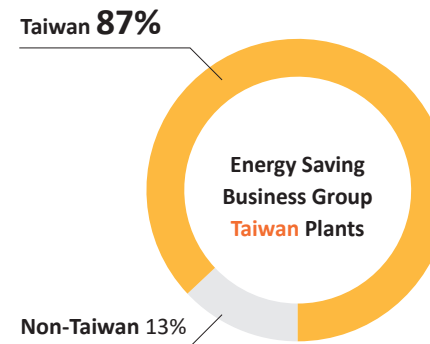
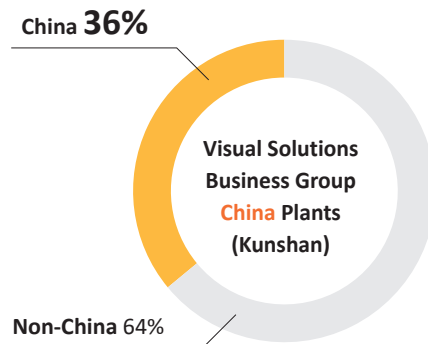
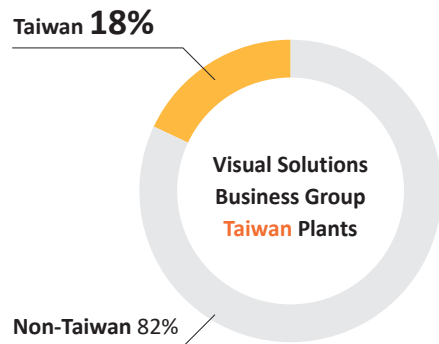
Supplier Categories		Production Material Suppliers		Non-Production Material Suppliers	
<b>Definition</b>		Suppliers of electronic components, mechanical parts, plastics, packaging, and outsourced items		Suppliers for property procurement, engineering or labor services, IT equipment, general office supplies, production consumables, and R&D trial materials/samples	
<b>Supplier Location</b>		Domestic	Overseas	Domestic	Overseas
<b>Company Location</b>	Taiwan plants	183	115	395	6
	China plants	233	33	313	18

Strategy		2024 Goals	2024 Performance	2025~2026 Goals
<b>Adherence to Principles</b>	Sustainable Supplier Management Regulations	Issue Sustainable Supplier Management Regulations as the Company's ISO document	Incorporated the Sustainable Supplier Management Regulations into the "Supplier Evaluation Procedures" and implemented them	Continue implementing the Sustainable Supplier Management Regulations
	Sustainability Commitment Statement	Signing rate of 87%	Signing rate of 96%	Signing rate of 90%
<b>Risk Assessment and Audit System</b>	RBA Audits	<ul style="list-style-type: none"> <li>Set annual RBA audit target number</li> <li>Achieve a 100% audit rate</li> </ul>	<ul style="list-style-type: none"> <li>Annual RBA audit target: 50 suppliers</li> <li>Completed RBA audits for 65 production material suppliers, achieving a 100% audit rate</li> </ul>	<ul style="list-style-type: none"> <li>Conduct RBA audits for 50 production material suppliers annually</li> <li>Maintain a 100% audit rate</li> </ul>
	ESG Risk Assessment System	Develop an "ESG Risk Assessment System" within the "Sustainable Supply Chain Website"	Completed testing of the "ESG Risk Assessment System"	Launch the "ESG Risk Assessment System" and conduct annual ESG risk assessments for the top 100 suppliers by transaction value from the previous year
	<b>NEW</b> Environmental Management System	Launch the "Environmental Management System" and begin environmental risk assessments	Conducted environmental risk assessments for the top 100 suppliers by 2023 transaction value; assessment rate: 99%; 94 suppliers passed the review	Conduct annual environmental risk assessments for the top 100 suppliers by transaction value from the previous year
	Conflict Minerals Survey	Achieve a response rate of 90%	<ul style="list-style-type: none"> <li>Visual Solutions Business Group: 99% response rate</li> <li>Energy Saving Business Group: 100% response rate</li> </ul>	<ul style="list-style-type: none"> <li>Launch the "Conflict Minerals System"</li> <li>Achieve a 100% response rate</li> </ul>
	Financial Risk Assessment	Achieve a 100% assessment rate and develop appropriate risk management plans	10 suppliers underwent assessment with a 100% assessment rate; risk management plans were developed for suppliers with risks	Maintain a 100% assessment rate and continue formulating risk management plans as needed
	Annual Audit and Quarterly Reviews	Achieve a 100% audit and compliance rates	100% audit and compliance rates achieved	Maintain a 100% audit and compliance rates
	<b>Training and Guidance</b>	Sustainable Supply Chain Website	Establish the "Sustainable Supply Chain Website"	Established the "Sustainable Supply Chain Website"
<b>Sustainability and Mutual Benefit</b>	Annual Supplier Conference and Outstanding Supplier Awards	Regularly hold Annual Supplier Conference and Outstanding Supplier Award ceremony	Held one Annual Supplier Conference and Outstanding Supplier Award ceremony, with 118 suppliers participating	Regularly hold Annual Supplier Conference and Outstanding Supplier Award ceremony
	Supplier Circularity Alliance	Continue to jointly implement waste recycling and reuse programs with suppliers	15 suppliers participated, with a recycling rate of 97%	Continue to jointly implement waste recycling and reuse programs with suppliers

## Local Procurement

Coretronic recognizes the environmental footprint associated with the procurement of raw materials and components and the impact it may have on the environment. Therefore, local procurement has become a key strategy in identifying supplier partners. The Company also encourages its suppliers to operate through localized procurement practices to jointly contribute to environmental protection efforts. Please refer to the chart below for the 2024 procurement spending ratio. Among them, the Energy Saving Business Group’s Taiwan and China plants actively implemented local procurement strategies, achieving local procurement ratios of 87% in Taiwan and 78% in China. In contrast, the Visual Solutions Business Group’s Taiwan and China (Kunshan) plants had relatively lower local procurement ratios due to the need to procure key components from specific overseas suppliers to ensure product quality. Nonetheless, for other components, the group remains committed to increasing local sourcing.

Note: Supplier location is determined based on the registered company address.



## 05

## 5.2 Responsible Supply Chain Management <sup>2-29</sup>

### 5.1 Supply Chain Management Strategies and Goals

### 5.2 Responsible Supply Chain Management

### 5.3 Green Alliance

### Adherence to Principles

#### ► Sustainability Commitment Statement

To effectively implement the sustainable supply chain management strategy, relevant management measures were established in 2021, and based on RBA, the “[Sustainability Commitment Statement](#)” was formulated, requiring all production material suppliers to sign (except for customer-designated suppliers, affiliated companies, and suppliers that have obtained exemption from signing due to already having public sustainability information/reports/certificates), to ensure that suppliers can comply with the “RBA Code of Conduct”, “Green Product Warranty (promise and guarantee that the products meet the “Green Product Procurement Specifications”, and provide RoHS test laboratory testing reports from third-party certification bodies, environmental hazardous substance questionnaires, lead-free component reliability questionnaires, safety data sheets (SDS), material certificates, and test summary forms), “Conflict Minerals Policy”, “Conflict Minerals Declaration”, “Integrity Commitment”, and “Environmental Sustainability and Occupational Safety and Health Policy”. In 2024, a total of 444 suppliers were required to sign the “Sustainability Commitment Statement”, and 427 suppliers have signed, with a signing rate of 96%.

Additionally, in response to the release of RBA 8.0 and updates to complaint hotlines at certain plants, the content of the “[Sustainability Commitment Statement](#)” was revised, including updates to the “RBA Code of Conduct”, “Conflict Minerals Policy”, “Conflict Minerals Declaration”, and “Integrity Commitment”. In line with the SA8000 implementation plan, a new “[Human Rights and Social Responsibilities Policy](#)” will be added to the “[Sustainability Commitment Statement](#)” in 2025 and distributed to all applicable production material suppliers via the “ESG Risk Assessment System” for signing.

#### ► Conflict Minerals Management

Coretronic regards conflict minerals as key raw materials and manages them accordingly. The Company does not accept minerals from conflict-affected and high-risk areas, as defined by the OECD (Organisation for Economic Co-operation and Development) or other recognized organizations, including, but not limited to, gold, tantalum, tungsten, tin, cobalt, and mica. Therefore, by the end of 2024, the Company revised the “[Conflict Minerals Policy](#)” and “[Conflict Minerals Declaration](#)” in line with RBA 8.0 and updated them in the “[Sustainability Commitment Statement](#)”. During the Annual Supplier Conference, the Company communicated its conflict mineral control requirements to suppliers. All production material suppliers are required to sign the “[Sustainability Commitment Statement](#)” to ensure compliance. Relevant policies and survey results are also published on the Company’s official website.

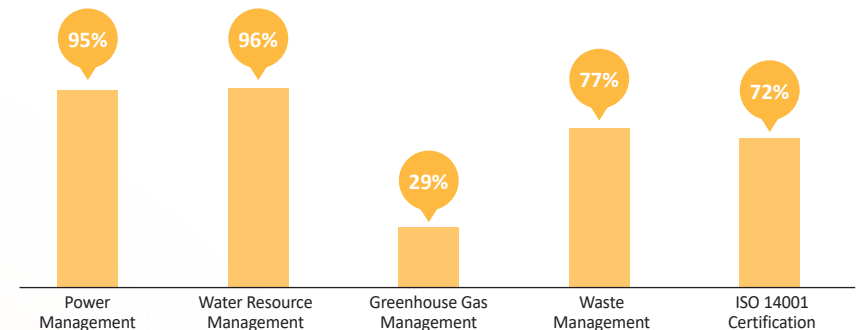
#### ► RBA VAP

Coretronic Projection (Kunshan) and Coretronic Optics (Suzhou) voluntarily applied for the RBA Validated Assessment Program (VAP) in 2023, earning 166.1 points and 163.8 points, respectively. Both were awarded Silver-Level Certificates.

### Risk Assessment

- RBA Self-Assessment Questionnaire: To effectively assess the various sustainability risks associated with production material suppliers, the Company sends RBA self-assessment questionnaires to all suppliers that require RBA audits, allowing suppliers to self-assess their sustainability implementation status, and conduct RBA on-site audits after responding to the self-assessment questionnaire.
- ESG Risk Assessment System: To better understand suppliers’ sustainability performance and assist them in becoming part of a responsible supply chain, and to meet the expectations of key customers, domestic and foreign institutional investors, international ratings, and sustainability regulations, the Company began developing an “ESG Risk Assessment System” at the end of 2023. The system incorporates an AI-based preliminary review mechanism, which reduces manual workload and document review time by 60% while maintaining consistent auditing standards. The platform was completed and tested in 2024 and is scheduled for official launch in 2025. In the third quarter of each year, the top 100 production material suppliers (by transaction value from the previous year) will be required to complete the questionnaire through the system. Based on the assessment results, the Company will evaluate the suppliers’ sustainability awareness and management capabilities, classify their sustainability risks, and develop tailored improvement measures for each supplier.

**NEW** Environmental Management System: To progressively fulfill the Company’s [Net Zero Commitment](#), a supply chain carbon reduction program was initiated in 2023 alongside the development of an Environmental Management System. The system was fully built and officially launched in 2024. The top 100 suppliers by transaction value in 2023 were invited and guided to submit environmental indicator data through the system to enable environmental risk assessments. In 2024, a total of 98 suppliers were assessed (originally 101, but 3 suppliers confirmed to cease transactions in the future), and 97 responded, resulting in a 99% response rate. Of these, 94 suppliers passed the review and received guidance; 93 suppliers have implemented electricity management, and 28 suppliers have adopted greenhouse gas management practices. Going forward, suppliers will be supported in setting renewable energy usage rates and carbon reduction targets to achieve net-zero emissions gradually. Their carbon reduction performance will be incorporated into the evaluation of sustainability practices and considered as an important factor in future investment decisions.



► Conflict Minerals Survey

- Visual Solutions Business Group: Conduct a detailed conflict minerals survey for all production material suppliers using RMI CMRT 6.4 and EMRT 1.3 versions of the survey. The response rate reached 99%.
- Energy Saving Business Group: Conduct a conflict minerals survey for all production-related electronic material suppliers using RMI CMRT 6.31, CMRT 6.4, EMRT 1.2, and EMRT 1.3 versions of the survey. The response rate reached 100%.

- Financial Risk Assessment Questionnaire: Since 2020, the Procurement Department has annually provided a list of suppliers with potential risks (approved by business group senior executives) to the Finance Department for financial risk assessment. The Finance Department classifies supplier risk levels based on their public financial data, financial statements, and third-party credit reports (e.g., from Dun & Bradstreet or insurers' partnered credit agencies). The results are then submitted to the Procurement Department for final decisions. In 2024, a total of 10 suppliers underwent financial risk assessment: 2 suppliers were identified as high risk, 5 as medium risk, and 3 as low risk. Among the 2 high-risk suppliers, 1 is a single-source supplier and a globally renowned company; the Procurement Department will continue to monitor. The other is currently an active supplier; the Procurement Department will continue to monitor delivery performance and temporarily suspend new project collaborations. For the low- and medium-risk suppliers, appropriate risk management strategies have been formulated.

## Audit System <sup>308-1, 414-1</sup>

► RBA Audit

In 2024, the Company set an annual target for RBA audits, requiring that 50 production material suppliers must be audited each year with a 100% audit rate. For suppliers who fail to meet standards, the Company will provide guidance to help them improve within a specified period. After submitting a corrective action report, the responsible unit will conduct a re-evaluation. In 2024, 65 production material suppliers (including 8 new suppliers) underwent RBA audits. All 65 suppliers passed, achieving both a 100% audit rate and a 100% passing rate.

The Company incorporates the RBA audit into its supplier ESG risk assessment. For new suppliers of the Visual Solutions Business Group, procurement staff are required to record the RBA audit score in the "New Supplier Evaluation Form", with the score weighted at 10% of the overall supplier evaluation. For new suppliers of the Energy Saving Business Group and all existing suppliers, the RBA audit score is assessed as an independent measure.

Supplier Category	Audit Target		Audit Method	Passing Score	Number of Suppliers to be Audited	Number of Suppliers Actually Audited	Audit Rate	Number of Qualified Suppliers	Passing Rate	
New Suppliers	Visual Solutions Business Group— Taiwan and Kunshan Plants			60	1	1	100%	1	100%	
	Energy Saving Business Group	Taiwan Plants	Suppliers with first transaction (excluding affiliated companies, customer-designated, special material suppliers)	Questionnaire/ On-site Audit	80	5	5	100%	5	100%
		Wujiang Plants			70	2	2	100%	2	100%
Existing Suppliers	Visual Solutions Business Group— Taiwan and Kunshan Plants		Tier 1 suppliers of customer-designated electronic components, mechanical parts, plastic, packaging and outsourced categories (at least 5 suppliers for each category)	Questionnaire/ On-site Audit	60	30	30	100%	30	100%
	Energy Saving Business Group	Taiwan Plants	Suppliers with annual purchase batches exceeding 20 or more (excluding packaging category, suppliers without subsequent delivery plans)	On-site Audit	80	9	9	100%	9	100%
		Wujiang Plants	Suppliers with annual transactions exceeding 5 times or more, select 10%~20% of local key component manufacturers with a certain scale for on-site audits (excluding affiliated companies, customer-designated, special material suppliers)	On-site Audit	70	18	18	100%	18	100%
<b>Total</b>					<b>65</b>	<b>65</b>	<b>100%</b>	<b>65</b>	<b>100%</b>	

### ► Annual Audit

To assist suppliers in delivering higher-quality products, the Coretronic Quality Assurance Department conducts on-site audits each year for designated key component manufacturers. The audit scope includes assurance of outgoing product quality, handling of quality anomalies, verification of testing methods and standards for environmentally restricted substances, review of internal environmental audit plans, communication and dissemination of environmental substance information, and testing equipment maintenance records. All findings during the audit are documented. For suppliers who fail to meet standards, the Company will provide guidance to help them improve within a specified period. After submitting a corrective action report, the responsible unit will conduct a re-evaluation. In 2024, 128 annual audits were completed, with all 128 suppliers passing the audit, resulting in a 100% audit rate and a 100% passing rate.

Coretronic Visual Solutions Business Group independently developed an electronic audit platform to improve data management accuracy, work efficiency, and supplier handling efficiency. The platform allows customization of audit items and criteria based on different business needs or audit targets, enabling precise supplier support and fostering win-win partnerships.

Business Group/Plant	Audit Target	Audit Method	Passing Score	Number of Suppliers to be Audited	Number of Suppliers Actually Audited	Audit Rate	Number of Qualified Suppliers	Passing Rate
Visual Solutions Business Group— Taiwan and Kunshan Plants	Suppliers with more than 120 annual delivery batches or key component suppliers	Questionnaire/ On-site Audit	80	47	47	100%	47	100%
Energy Saving Business Group	Taiwan Plants	Suppliers with annual purchase batches exceeding 20 or more (excluding packaging category, suppliers without subsequent delivery plans)	80	9	9	100%	9	100%
	Wujiang Plants	Suppliers with annual transactions exceeding 5 times or more (excluding affiliated companies, customer-designated, special material suppliers)	70	72	72	100%	72	100%
<b>Total</b>				<b>128</b>	<b>128</b>	<b>100%</b>	<b>128</b>	<b>100%</b>

### ► Quarterly Reviews

The Coretronic Visual Solutions Business Group conducts quarterly reviews for suppliers that have entered the mass production phase. The Energy Saving Business Group performs quarterly reviews for suppliers that are both in the mass production phase and have conducted more than five transactions. The review covers quality, delivery, and service cooperation to ensure the stability of supplier delivery quality. For suppliers who fail to meet standards, the Company will provide guidance to help them improve within a specified period. After submitting a corrective action report, the responsible unit will conduct a re-evaluation. In 2024, a total of 309 suppliers underwent quarterly reviews, with all 309 deemed compliant. Both the passing rate and the audit rate reached 100%.

Business Group	Audit Target	Audit Item	Passing Score	Number of Suppliers to be Audited	Number of Suppliers Actually Audited	Audit Rate	Number of Qualified Suppliers	Passing Rate
Visual Solutions Business Group— Taiwan and Kunshan Plants	Suppliers that have entered the mass production phase	Delivery Time, Service	80	134	134	100%	134	100%
Energy Saving Business Group— Taiwan and Wujiang Plants	Suppliers that have entered the mass production phase and have 5 or more transactions	Cooperation, Quality	Rating of A~C	175	175	100%	175	100%
<b>Total</b>				<b>309</b>	<b>309</b>	<b>100%</b>	<b>309</b>	<b>100%</b>

## Training and Guidance

### ► Green Product Management System (GPMS)

This platform includes an announcement section, a Material Composition Declaration (MCD) Request section, and a supplier list section. The announcement section on the homepage provides updates such as the latest green product specifications and GPMS training videos to prevent suppliers from following outdated regulations or using incorrect forms. It also allows procurement/engineers to check the status of supplier document uploads and maintain the contact list of raw material suppliers. Suppliers can fill in RoHS 2.0, SVHC, and SDS information, while administrators can download reports based on the model BOM table.

### ► Sustainable Supply Chain Website

To raise supplier awareness of sustainability and guide them to become part of a sustainable supply chain, Coretronic integrated all supplier-related management platforms and completed the structure and content design of the "Sustainable Supply Chain Website" in 2023. The website includes seven major functions: sustainability principles (platform for signing the Sustainability Commitment Statement, Sustainable Supply Chain Management Regulations), sustainability risk assessments (Conflict Minerals System, Financial Risk Assessment Questionnaire, ESG Risk Assessment System, Environmental Management System), sustainability online courses, sustainability events (Annual Supplier Conference, Outstanding Supplier Awards, Earth Day activities), GPMS, material carbon footprint database, and online consultation. In 2024, the "Environmental Management System" was officially launched. The "Conflict Minerals System", "Sustainability Commitment Statement Signing Platform", and "ESG Risk Assessment System" are scheduled to launch in 2025, while the remaining platform functions are expected to be completed by 2026.

## 05

5.3 Green Alliance <sup>2-29</sup>

5.1 Supply Chain Management Strategies and Goals

5.2 Responsible Supply Chain Management

5.3 Green Alliance

## Annual Supplier Conference

Since 2017, Coretronic has been promoting a responsible supply chain by working closely with suppliers to improve across key areas such as quality, cost, delivery, environmental protection, safety, and health. Through on-site guidance and face-to-face communication, the Company continues to enhance supply chain management capabilities and fulfill its sustainability commitments. To further strengthen supply chain resilience and improve adaptability, the Company remains focused on building sustainable partnerships.

The 2024 Annual Supplier Conference continued to center on sustainability trends. In addition to sharing the Company's sustainability management achievements, sustainable supply chain strategies, green manufacturing and product concepts, and future sustainability plans with suppliers, Coretronic officially announced the launch of its "Environmental Management System". Suppliers were invited to submit environmental indicator data through the system to support its environmental risk assessments and help us design tailored guidance programs. The Company will continue to work hand-in-hand with its supplier partners to foster a collaborative and sustainable supply chain relationship, together advancing a shared vision of sustainability.

## Outstanding Supplier Awards

Through the Annual Supplier Conference, Coretronic recognizes and rewards supplier partners who have demonstrated excellence in carbon reduction and sustainability performance. In 2024, a total of 52 outstanding suppliers were honored with the "Energy Saving and Carbon Reduction Contribution Award", the "Outstanding Supplier Sustainability Award", the "Outstanding Supplier Model Award", and the "Outstanding Supplier Performance Award"—an increase of 36 awardees compared to the previous year. The Company aims to encourage broader participation in sustainability efforts through tangible incentives and public recognition.

The "Energy Saving and Carbon Reduction Contribution Award" honors suppliers that have successfully reduced energy consumption and carbon emissions. The "Outstanding Supplier Sustainability Award" recognizes suppliers committed to environmental protection and social responsibility. The "Outstanding Supplier Model Award" highlights benchmark suppliers with outstanding overall performance aligned with the principles of R.I.S.E. (Responsibility, Innovation, Safety, Excellence). The "Outstanding Supplier Performance Award" is given to suppliers who excel in technical innovation, process optimization, and overall collaboration.



## Number of Participating Suppliers

118 Suppliers

## Main Topics

- ESG strategies and performance sharing
- Introduction to the "Environmental Management System"
- Announcement of environmental policies and regulations
- Outstanding Supplier Awards
- Experience sharing of award-winning suppliers



## Supplier Circularity Alliance

Coretronic collaborates with suppliers to promote waste recycling and reuse programs, implementing recycling plans for packaging materials such as plastics and paper. In addition to packaging material recycling, the Company also adopts reusable packaging for material delivery and collection, which reduces the consumption of raw materials used in packaging or containers. This practice promotes the concept of circular economy by encouraging reuse and waste reduction, contributing to a more environmentally friendly operation. In 2024, a total of 15 suppliers participated in the recycling of materials such as acrylic protective boards, cartons, pallets, trays, plastic crates, trolleys, plastic, and foam protective materials. The quantity of materials recycled accounted for 97% of the total shipment volume.

## External CDP's Recognition of Partnership

In the 2024 CDP Supplier Engagement Assessment, Coretronic received the **highest rating of A (Leadership Level) for the third consecutive year**. The Company is committed to strong supplier partnerships and actively engages in value chain collaboration to mitigate and adapt to climate change. The rating evaluates five categories: Supplier Engagement, Targets, Scope 3 Emissions, Risk Management Process, and Governance and Business Strategy. Coretronic achieved the highest rating of A (Leadership Level) in three categories: Supplier Engagement, Risk Management Process, and Scope 3 Emissions. Looking ahead, the Company will continue to invest in value chain management and work closely with suppliers and customers to demonstrate the highest level of operational resilience.



Chapter

# 06

## Friendly Workplace

- 6.1 Human Resources Overview
- 6.2 Human Rights Management
- 6.3 Compensation and Benefits
- 6.4 Communication Channels
- 6.5 Talent Cultivation
- 6.6 Health Care
- 6.7 Safe Working Environment

## 06

## 6.1 Human Resources Overview

Note: The data in this chapter is based on the total number of employees at the end of 2024, and statistics are conducted according to the definitions of each category.

- 6.1 Human Resources Overview
- 6.2 Human Rights Management
- 6.3 Compensation and Benefits
- 6.4 Communication Channels
- 6.5 Talent Cultivation
- 6.6 Health Care
- 6.7 Safe Working Environment

Employee Distribution (By Contract Type)<sup>2-7</sup>

Region	Contract Type	Male	Female	Total
Taiwan	Non-fixed-term Contract <sup>1</sup>	926	652	1,578
	Fixed-Term Contract <sup>2</sup>	9	0	9
	<b>Total Employees in Taiwan</b>	<b>935</b>	<b>652</b>	<b>1,587</b>
China	Non-fixed-term Contract <sup>1</sup>	1,478	1,086	2,564
	Fixed-Term Contract <sup>2</sup>	0	0	0
	<b>Total Employees in China</b>	<b>1,478</b>	<b>1,086</b>	<b>2,564</b>
<b>Total Employees</b>		<b>2,413</b>	<b>1,738</b>	<b>4,151</b>
<b>Gender Ratio of Total Employees</b>		<b>58%</b>	<b>42%</b>	<b>100%</b>

1: Regular employees, including direct and indirect labor

2: Non-regular employees, including consultants, contract personnel, interns, and apprentices

Employee Distribution (By Employment Type)<sup>2-7</sup>

Region	Employment Type	Male	Female	Total
Taiwan	Full-Time Employees <sup>1</sup>	935	652	1,587
	Part-Time Employees <sup>2</sup>	0	0	0
	Non-Guaranteed Hours Employees <sup>3</sup>	0	0	0
<b>Total Employees in Taiwan</b>		<b>935</b>	<b>652</b>	<b>1,587</b>
China	Full-Time Employees <sup>1</sup>	1,478	1,086	2,564
	Part-Time Employees <sup>2</sup>	0	0	0
	Non-Guaranteed Hours Employees <sup>3</sup>	0	0	0
<b>Total Employees in China</b>		<b>1,478</b>	<b>1,086</b>	<b>2,564</b>
<b>Total Employees</b>		<b>2,413</b>	<b>1,738</b>	<b>4,151</b>

1: Personnel with agreed standard working hours of 40 hours per week

2: Personnel with agreed standard working hours less than 40 hours per week

3: Personnel not guaranteed minimum agreed working hours (including temporary employees, zero hour contract employees, and on-call employees)

Worker Distribution<sup>2-8</sup>

Region	Worker Type	Male	Female	Total
Taiwan	Dispatched <sup>1</sup>	28	53	81
	Others <sup>2</sup>	37	9	46
	<b>Total Workers in Taiwan</b>	<b>65</b>	<b>62</b>	<b>127</b>
China	Dispatched <sup>1</sup>	304	129	433
	Others <sup>2</sup>	90	72	162
	<b>Total Workers in China</b>	<b>394</b>	<b>201</b>	<b>595</b>
<b>Total Workers</b>		<b>459</b>	<b>263</b>	<b>722</b>
<b>Gender Ratio of Total Workers</b>		<b>64%</b>	<b>36%</b>	<b>100%</b>

1: Direct labor, hourly workers

2: On-site personnel (coffee shop, cafeteria, security guards, cleaning staff), contractors

New Hire and Turnover Rate<sup>401-1</sup>

Category	New Hires	New Hire Rate <sup>1</sup>	Employees Turnover	Turnover Rate <sup>2</sup>	
Age	Under 30	1,296	138.9%	996	106.8%
	30~50	286	10.1%	378	13.3%
	Over 50	4	1.0%	19	4.9%
Gender	Male	1,061	44.0%	880	36.5%
	Female	525	30.2%	513	29.5%
Region	Taiwan	86	5.4%	139	8.8%
	China	1,500	58.5%	1,254	48.9%
Job Level	Senior Executive <sup>3</sup>	1	2.0%	0	0.0%
	Middle Manager <sup>4</sup>	4	2.1%	6	3.1%
	Junior Manager <sup>5</sup>	10	2.0%	11	2.2%
<b>Total</b>	<b>1,586</b>	<b>38.2%</b>	<b>1,393</b>	<b>33.6%</b>	

1. New hire rate: Total number of new hires in the category during the year/Total number of employees in that category at the end of 2024

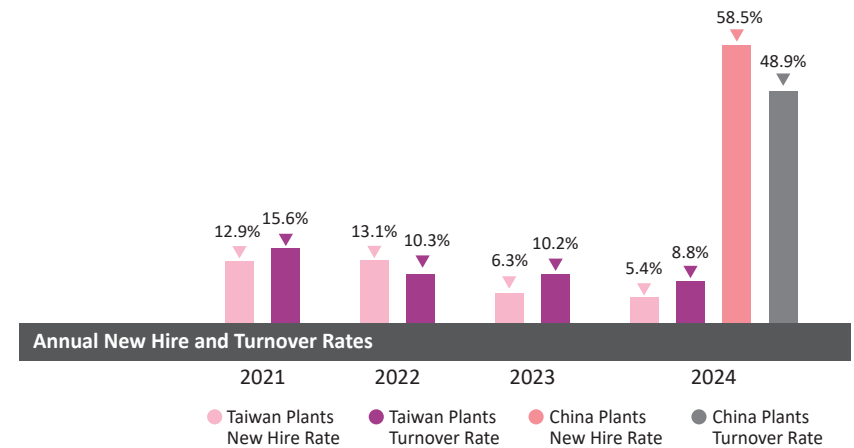
2. Turnover rate: Total number of separated employees in the category during the year/Total number of employees in that category at the end of 2024

3. Senior executive: Chairman, president, managers of business groups, sub-business groups, business divisions, and independent centers

4. Middle manager: Center and division-level managers

5. Junior manager: Department-level and section-level managers

6. The employee numbers, new hires, and employees turnover shown in the table exclude cooperative education students (who return to school after three months) and short-term project interns (such as employees' children in summer internships or academia-industry collaboration interns who must leave the Company due to the ending of the contracts)



1: From 2021 to 2023, only the employee hire and turnover rates for Taiwan plants were disclosed.

## 06

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6.5 Talent Cultivation

6.6 Health Care

6.7 Safe Working  
EnvironmentMaterial Topic  
Prohibition of  
Child Labor

GRI Topic

Child Labor



## 6.2 Human Rights Management

3-3, 408-1, 409-1

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants and Wujiang plants)

### Topic Importance

To safeguard the physical and mental health and proper development of children, the employment and use of labor under the age of 16 is strictly prohibited.

### Strategy

- Comply with relevant laws and international human rights conventions.
- Establish internal procedures to ensure comprehensive preventive mechanisms and remediation measures.

### Operating Mechanism

- Publish the "Child Labor Prohibition Policy" on the Company's official website and intranet, and develop internal procedures outlining regulatory details.
- Conduct the annual required course "Human Rights Training".
- Establish a dedicated "Social Responsibility Team" to regularly carry out risk assessments and identifications, oversee daily actions, assist with internal audits, and hold regular meetings to review improvement outcomes.
- Implement a strict age verification process during recruitment.

### Performance

- 100% signing rate of the Human Rights Policy
- 100% completion rate of the annual required course "Human Rights Training"
- No significant risks of child labor use identified at operating sites or among suppliers; no incidents of involving the employment/use of child labor
- Completed appointment of representatives for the "Social Performance Team (SPT)"

### Targets

- 2025:
  - Zero incidents of employing/using child labor
  - Establish the "[Human Rights and Social Responsibility Policy](#)" and achieve a 100% signing rate
  - Achieve 100% completion rate for the annual required course "Human Rights Training"
  - Hold two "Social Responsibility Team meetings"
  - Issue internal procedures: "Social Responsibility Management Manual" and "Child Labor Prohibition and Misemployment Remediation Procedures"
  - Obtain SA8000 Social Accountability Management System certification for the Headquarters
- 2026~2027:
  - Zero incidents of employing/using child labor
  - Achieve a 100% signing rate for the "Human Rights and Social Responsibility Policy"
  - Achieve a 100% completion rate for the annual required course "Human Rights Training"
  - Hold two "Social Responsibility Team meetings"
  - Obtain SA8000 Social Accountability Management System certification for Taiwan plants

## 06

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**Material Topic**  
**Prohibition of Forced Labor**

**GRI Topic**  
**Forced or Compulsory Labor**



## Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants and Wujiang plants)

## Topic Importance

The prohibition of forced labor ensures a safe and secure working environment for employees while safeguarding their rights and interests.

## Strategy

- Comply with relevant laws and international human rights conventions.
- Establish internal procedures to ensure comprehensive preventive mechanisms and remediation measures.

## Operating Mechanism

- Publish the "Anti-Disciplinary, Forced Labor, and Prison Labor Management Procedure" on the Company's official website and intranet, and develop internal procedures outlining regulatory details.
- Conduct the annual required course "Human Rights Training".
- Establish a dedicated "Social Performance Team" to regularly carry out risk assessments and identifications, oversee daily actions, assist with internal audits, and hold regular meetings to review improvement outcomes.

## Performance

- 100% signing rate of the Human Rights Policy
- 100% completion rate of the annual required course "Human Rights Training"
- No significant risk of forced labor at any operating sites or among suppliers; no incidents of involving forced labor
- Completed appointment of representatives for the "Social Performance Team (SPT)"

## Targets

- 2025:
  - Zero incidents of forced labor
  - Establish the "[Human Rights and Social Responsibility Policy](#)" and achieve a 100% signing rate
  - Achieve 100% completion rate for the annual required course "Human Rights Training"
  - Hold two "Social Performance Team meetings"
  - Issue internal procedures: "Social Responsibility Management Manual" and "Anti-Disciplinary, Forced Labor, and Prison Labor Management Procedure"
  - Obtain SA8000 Social Accountability Management System certification for the Headquarters
- 2026~2027:
  - Zero incidents of forced labor
  - Achieve a 100% signing rate for the "Human Rights and Social Responsibility Policy"
  - Achieve a 100% completion rate for the annual required course "Human Rights Training"
  - Hold two "Social Performance Team meetings"
  - Obtain SA8000 Social Accountability Management System certification for Taiwan plants



As a responsible corporate citizen in the electronics industry, Coretronic comply with the Responsible Business Alliance (RBA) Code of Conduct and uphold various international human rights conventions, including the “Universal Declaration of Human Rights (UDHR)”, the “United Nations Global Compact (UNGC)”, the “United Nations Guiding Principles on Business and Human Rights (UNGPs)”, and “International Labor Organization (ILO)”. The Company are committed to preventing any human rights violations, clearly affirming its pledge to treat and respect workers with fairness and equity, while complying with relevant government laws and regulations. The Company have established a “Human Rights Policy”, and in 2024, secured full employee commitment through a company-wide signing campaign. Furthermore, in 2025, the Headquarters is the first to undergo SA8000 Social Accountability Management System certification, with the aim of using third-party verification to assess its implementation of human rights protection, prohibition of forced labor, and occupational safety management objectives.

Following the “[Human Rights and Social Responsibility Policy](#)” signed by the Chairman in 2025, Coretronic will continue to comply with local labor and gender equality regulations and implement relevant policies and measures to safeguard human rights. The Company will also persist in promoting the policy and its principles across the organization, ensuring all employees sign the human rights code to enhance awareness and strengthen competencies in all areas, enabling them to effectively respond to a variety of challenges.

## Goals and Performance of the [Human Rights and Social Responsibility Policy](#)<sup>2-23, 2-24</sup>

Policy	Goals	2024 Performance
Prohibition of Child Labor	No child labor under the age of 16 was used. If child labor is identified, assistance/remediation shall be provided. At the same time, we ensure that workers under the age of 18 (young workers) do not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. We have proper management plans of student workers.	<ul style="list-style-type: none"> <li>• No individuals under 16 were employed.</li> <li>• All outsourced labor providers complied with child labor regulations, including industry-academia collaboration and summer internships, with no workers under 16.</li> </ul>
Prohibition of Forced or Compulsory Labor	Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Meanwhile, unreasonable restrictions on workers’ freedom of movement and holding workers’ identity or immigration documents are strictly prohibited.	<ul style="list-style-type: none"> <li>• No incidents of forced labor occurred.</li> </ul>
Occupational Safety Management	We value occupational safety, and strengthen training and propaganda. Establish proper emergency injury handling measures, strengthen worker’s protection programs to prevent from work injuries, and maintain employee health. Regularly update and review regulations related to occupational safety and environmental protection, and continuously improve.	<ul style="list-style-type: none"> <li>• Refer to <a href="#">Section 6.7 Safe Working Environment</a> of this Report.</li> </ul>
Freedom of Association & Right to Collective Bargaining	Respect the right of all employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Employees and/or their representatives should be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.	<ul style="list-style-type: none"> <li>• A total of 14 clubs were established and subsidized.</li> <li>• China plants established labor unions.</li> <li>• Wujiang plants established “Labor Relations Coordination Committee”.</li> </ul>
Non-Discrimination & Humane Treatment	We commit to a workplace free of harassment (including sexual harassment and non-sexual harassment) and unlawful discrimination, and harsh or inhumane treatment of employees are strictly prohibited. We commit to creating a diverse workplace. We do not engage in discrimination or harassment based on ethnicity, class, language, thought, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, horoscope, blood type, nationality, regional or social origin, family responsibilities, union membership, political opinions, race, color, gender identity or expression, disability, pregnancy, political affiliation, covered veteran status, protected genetic information or past membership in any labor union in hiring and employment practices, and causing unfair situation. Meanwhile, we provide employees with appropriate places to conduct religious activities.	<ul style="list-style-type: none"> <li>• No complaints of discrimination or harassment were reported.</li> </ul>
Disciplinary Practices	We treat all employee with dignity and respect. We do not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of employee. No harsh or inhumane treatment is allowed.	<ul style="list-style-type: none"> <li>• No disciplinary cases occurred.</li> </ul>

Policy	Goals	2024 Performance
Working Hours	Working hours complies with applicable laws, and overtime hours shall not exceed 12 hours per week except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.	<ul style="list-style-type: none"> <li>Night shift broadcasts and patrol staff are in place to remind employees to avoid excessive working hours.</li> <li>“Work Attendance Push Notifications” are used to promptly inform employees and their direct supervisors of attendance status, helping to prevent overtime.</li> </ul>
Wages & Benefits	Wages shall meet the living needs and in compliance with all applicable wage laws. All employees should receive equal pay for equal work and qualifications. Deductions from wages as a disciplinary measure are not be permitted.	<ul style="list-style-type: none"> <li>Entry-level personnel (direct labor) at Taiwan plants received a starting salary of NT\$27,470 for both men and women.</li> <li>Entry-level personnel (direct labor) at Wujiang plants received a starting salary of RMB 2,490 for both men and women.</li> <li>Entry-level personnel (direct labor) at Kunshan plants received a starting salary of RMB 2,640 for both men and women.</li> <li>The salary ratio by gender was approximately 1:0.989 at Taiwan plants, 1:0.959 at Wujiang plants, and 1:0.924 at Kunshan plants, demonstrating near pay equity.</li> <li>A “Golden Vacation Week” was arranged, providing five days of paid flexible leave to ensure adequate rest.</li> </ul>
Worker/Stakeholder Engagement & Continuous Improvement	We have established a series of communication channels to receive opinions from stakeholders. At the same time, the Social Performance Team (SPT) is established to conduct regular risk assessment and internal control management to promote continuous improvement of the management system.	<ul style="list-style-type: none"> <li>Quarterly labor-management meetings are held at each plant. In 2024, a total of 16 meetings were conducted, and meeting minutes were published on the internal company website to ensure transparent communication.</li> <li>China plants held 13 topic-based symposiums.</li> </ul>
Management of Suppliers and Contractors	We conduct due diligence on suppliers/subcontractors, private employment agencies and sub-suppliers’ compliance with the SA8000 Standard to fulfill the requirement of social responsibility.	<ul style="list-style-type: none"> <li>The “Responsible Business Alliance (RBA) Code of Conduct” is included in the “<a href="#">Sustainability Commitment Statement</a>”, which suppliers and contractors were required to sign. The signing rate reached 96%.</li> <li>Annual RBA audits were conducted to assess suppliers’ social risks. In total, 65 suppliers were audited, with a 100% audit coverage rate and a 100% passing rate. No incidents of child labor or forced labor occurred.</li> </ul>

## Human Rights Training

The annual “Human Rights Training” program is a required course for all employees. In 2024, the course covered two topics: “Coretronic Human Rights Policy” and “Overcoming Unconscious Bias: Becoming a Workplace Partner”. At Taiwan plants, the course was launched in October with 1,583 expected participants, all of whom completed the training, achieving a 100% completion rate. At China plants, the course was conducted in April and December, with 2,803 expected participants and a 100% completion rate as well. All employees were also required to sign the “Coretronic Human Rights Code”, with a 100% signing rate.

## Human Rights Incident Complaint Channels<sup>2-25, 2-26</sup>

- ▶ Internal communication channels include the 8585 hotline and mailbox, physical employee suggestion boxes, employee free service hotline, Employee Information Platform (EIP), employee discussion forums, labor-management meetings, and Employee Welfare Committee meetings, providing employees with various platforms to express concerns.
- ▶ The official website has a “[Complaint Channel for Stakeholders and Employees](#)” for external personnel to report or complain.
- ▶ Each complaint case is forwarded by the receiving unit to the responsible unit of the issue, and communication with the employee is conducted based on the content of the issue.
- ▶ The issues and handling results of each complaint case are filed by the Audit Office to ensure reasonableness and compliance.

## Management Review

To implement the spirit of the Responsible Business Alliance (RBA), Coretronic established the labor and ethics management system in 2022 and held the first Labor and Ethics Management Review Meeting. During the meeting, the procedures for management review, evaluation and management operations, target setting, and management plans were reviewed and approved. In 2023, Coretronic conducted its first “Coretronic Labor Human Rights Risk and Ethical Risk Identification” at Taiwan plants. The results showed no unacceptable risks and compliance with RBA standards. Based on the conclusions of the 2023 Labor and Ethics Management Review Meeting, the identification scope was expanded in 2024 to include China and Vietnam plants. Each plant developed its own “Labor Human Rights Risk Identification Form” and “Ethical Risk Identification Form”, referencing the RBA self-assessment questionnaire and considering local laws and languages. These forms were distributed to department-level managers for self-evaluation and subsequently reviewed by their supervisors. The consolidated assessment results were submitted to the Labor and Ethics Management Review Meeting for evaluation. For any items identified as having “unacceptable risk”, improvement targets and management plans were established accordingly.

Coretronic treats and respects labor with fairness and justice while complying with relevant governmental regulations. China and Vietnam plants have also proactively invited third-party verification companies to assess their level of RBA compliance. In 2024, China and Vietnam plants participated in the identification for the first time, and the data complies with RBA standards. A total of 440 identification forms were distributed, and all were returned, achieving a 100% response rate. The risk identification results indicated that there were no unacceptable risks in the areas of labor human rights and ethics compliance across all plants, demonstrating conformance with RBA standards.

Region	Identification Form	Labor Human Rights Risk Identification		Ethical Risk Identification	
		Acceptable Risk	Unacceptable Risk	Acceptable Risk	Unacceptable Risk
Taiwan Plants		99.78%	0%	99.96%	0%
China Plants		99.20%	0%	100%	0%
Vietnam Plants		99.62%	0%	99.81%	0%

## Future Plans

Coretronic will continue to implement Human Rights Policy across all aspects of corporate operations management, and deepen employees' and supervisors' understanding of human rights policies.

- ▶ Adjust identification targets to include newly promoted or newly appointed department-level managers (irregular identification) and center-level managers (annual identification).
- ▶ Review the appropriateness of the Human Rights Policy annually and launch a required company-wide training course titled “Social Responsibility and Ethical Risk Training” (formerly “Human Rights Training”).
- ▶ In 2025, plan and implement a human rights due diligence process based on the Human Rights Policy and risk management framework.



## 06

- 6.1 Human Resources Overview
- 6.2 Human Rights Management
- 6.3 Compensation and Benefits
- 6.4 Communication Channels
- 6.5 Talent Cultivation
- 6.6 Health Care
- 6.7 Safe Working Environment

**Material Topic**  
Compensation and Benefits

**GRI Topic**

Market Presence  
Diversity and Equal  
Opportunity



## 6.3 Compensation and Benefits<sup>3-3</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants and Wujiang plants)

### Topic Importance

A sound compensation and benefits system form the core foundation for employees to “live comfortably and work happily”. Coretronic provides competitive market-level salaries to ensure employees can “live comfortably”, and offer performance-based rewards to encourage employees to “work happily”. This approach is also a necessary condition for the Company's sustainable development.

### Strategy

- Set competitive salary structures based on market salary analysis.
- Evaluate individual incentive compensation levels based on performance.

### Operating Mechanism

- Regularly take inventories of internal salary distribution and grasp the overall market situation through industry salary analysis.
- For key job categories, set salary structures that are more competitive than the market.
- Based on individual and team performance, grant operating bonuses and employee compensation (profit sharing).
- Based on individual performance and potential, evaluate annual salary adjustments to make their salaries more market competitive.

### Performance

- The starting salary for both male and female entry-level (direct labor) employees is NT\$27,470 at Taiwan plants, RMB 2,640 at Kunshan plants, and RMB 2,490 at Wujiang plants, all in compliance with the local minimum wage standards for 2024.
- The total salary ratio of male to female employees across categories is 1:0.989 at Taiwan plants, 1:0.924 at Kunshan plants, and 1:0.959 at Wujiang plants, close to gender pay equity.
- 1 annual salary adjustment was implemented in 2024, with an average adjustment range of 3%~5%.
- Average annual salary of full-time non-managerial employees at Taiwan plants: NT\$1.207 million
- Median annual salary of full-time non-managerial employees at Taiwan plants: NT\$1.146 million

### Targets

- 2025: Conduct market salary comparisons, salary adjustments, and bonus allocations through salary analysis
- 2026~2027: Establish appropriate compensation mechanisms based on industry, key positions, and critical talents to encourage employees to pursue achievement and self-fulfillment



# 06

- 6.1 Human Resources Overview
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Material Topic  
**Friendly Workplace**

GRI Topic  
**Employment**



## Topic Boundary

Coretronic’s Taiwan and China plants (Kunshan plants and Wujiang plants)

## Topic Importance

In the technology industry, goal orientation and a fast-paced work environment are the norm. Creating a more friendly and supportive workplace atmosphere is a key element in helping employees adjust their pace, maintain productivity, and achieve a healthy work-life balance.

## Strategy

Maintain employee physical and mental health, increase employee recognition, and further shape the employer brand.

## Operating Mechanism

- Increase the diversity of activities to enhance communication between employees and interaction with families.
- Create a positive atmosphere and establish a harmonious organizational culture.
- Conduct participation rate reviews and post-event surveys.
- Improve new hire retention rates.

## Performance

- Awarded the “Best Attractiveness Award” from 104 Job Bank’s Employer Brand Awards
- Awarded the “Best Employer—Silver Award” from 1111 Job Bank
- Earned “2024 Greening, Beautification and Environmental Maintenance Competition”—Outstanding Award from the Hsinchu Science Park
- Taiwan plants provide one free monthly perk for employees and distribute movie tickets annually
- Employees at Taiwan plants receive vacation benefits exceeding the Labor Standards Act (5 days of fully paid Golden Vacation Week and unlimited fully paid volunteer leave)
- Held 167 events with a total of 42,257 participations
- New hire retention rate at Taiwan plants reached 89%, achieving the short-term target

## Targets

- 2025:
  - Taiwan plants: Continue the effort in site greening and beautification, provide a quality work environment, and maintain a new hire retention rate of 85%
  - Wujiang plants: Conduct 1 employee satisfaction survey, implement EAP programs, organize 4 employee care events with an average satisfaction score of 9.5
  - Kunshan plants: Conduct 1 employee satisfaction survey, organize 6 employee care and welfare events
- 2026~2027:
  - Taiwan plants: Establish a work-from-home mechanism to align with aging population and long-term care issues; enhance employee sense of identity and employer branding, maintain the new hire retention rate at 85%
  - Wujiang plants: Conduct 1 employee satisfaction survey, continue EAP programs, and organize 4 employee care events with an average satisfaction score of 9.5
  - Kunshan plants: Conduct 1 employee satisfaction survey and organize 6 employee care and welfare events

## Labor Unions<sup>2-30</sup>

Company Name/Item	Union Establishment Date	Signing of Collective Agreement	Number and Percentage of People Covered by Agreement
Coretronic Projection (Kunshan)	July 2014	Collective Contract, Special Collective Contract on Wages	744 people, accounting for 100% of total employees
Coretronic Optics (Kunshan)	December 2020		94 people, accounting for 100% of total employees
Coretronic Optotech (Suzhou)	June 2019	Collective Contract, Special Collective Contract on Wages, Special Collective Contract on Occupational Health and Safety, Special Collective Contract on Special Protection for Female Employees	234 people, accounting for 100% of total employees
Coretronic Optics (Suzhou)	May 2021		1,492 people, accounting for 100% of total employees

## Compensation System<sup>2-20, 202-1, 405-2</sup>

A comprehensive and market-competitive compensation and benefits system can greatly increase employee enthusiasm for work and is an indispensable element in creating a happy workplace. Coretronic adheres to the principle of fairness and determines salaries based on job category, education and experience background, and professional seniority. Salaries do not differ due to factors such as gender, age, race, nationality, or religion. Additionally, the Company conducts a market salary analysis annually. By comparing internal salary status and external salary levels, the Company sets competitive salary structures as the basis for talent recruitment salary determination to ensure the recruitment of outstanding talents.

### ► Entry-level employees (direct labor) standard salary structure and local regulatory minimum wage

	Taiwan		Kunshan		Wujiang	
	Standard Salary	Ratio to Local Minimum Wage	Standard Salary	Ratio to Local Minimum Wage	Standard Salary	Ratio to Local Minimum Wage
Male	NT\$27,470	1	RMB 2,640	1.06	RMB 2,490	1
Female						

### ► Salary Ratio by Gender

Coretronic calculated the average salary ratio between male and female employees by grouping job category, job level, and performance level at each major operating site and controlling for performance-related variables. Groups with only one gender were excluded from the analysis. The salary ratio is presented using male salaries as the baseline. The results show that the salary ratio by gender is close to 1, indicating negligible gender-based differences in salary. Total compensation ratios are not disclosed at this time.

Plant/Job Category	R&D	Production	Sales	Administration	Total Ratio
Taiwan	0.973	0.985	0.936	1.015	0.989
Wujiang	1.030	0.958	0.944	0.997	0.959
Kunshan	0.924	1.003	0.973	0.909	0.924

Note: Calculation is based on December 2024 salaries.

### ► Average Gender-Based Salary Ratio by Job Level for Taiwan Plants

Senior Executive	Middle Manager	Junior Manager	Non-management Personnel	Total Ratio
0.961	0.962	0.980	0.920	0.951

Note: Calculation is based on December 2024 salaries

### ► Internal Job Vacancy Fulfillment Rate

Year	Internal Transfer Rate	Internal Promotion Rate
2024	21%	10%



## ► Talent Retention Incentive Program

Incentive Measure	Location	Eligibility	Implementation Method	2024 Results
Performance Bonus	All sites	Employees actively engaged in work and demonstrating excellent performance	Annual performance bonuses, employee profit sharing, project bonuses, monthly DL performance bonuses	Bonus amounts are confidential and therefore not disclosed at this time
Patent Bonus	All sites	Employees involved in technology development and converting patents into intellectual property	Patent proposal bonus, patent grant bonus, patent application bonus	A total of NT\$2,662,723 in patent bonuses awarded to 482 employees
Long-Service Recognition	Taiwan	Employees with 5 or 10 years of service	Employees reaching 5 or 10 years of service in a given year receive public recognition and a gift	167 employees recognized
Outstanding Employee Award	All sites	Employees nominated and approved based on exceptional annual performance	Employees nominated and approved as outstanding employees receive public recognition and a monetary award	83 employees awarded

Employee Benefits<sup>401-2</sup>

Item/Region	Taiwan	China
<b>Sharing of Operating Profits and Achievements (Applicable to Full-time Employees)</b>	<ul style="list-style-type: none"> <li>Employee profit sharing (depending on annual operations and individual performance)</li> <li>Production performance bonuses, operating performance bonuses, R&amp;D patent bonuses</li> <li>Excellent R&amp;D personnel, long-service employee, and outstanding employee recognition</li> <li>Employee stock ownership (handled as appropriate)</li> </ul>	<ul style="list-style-type: none"> <li>Operating bonuses (depending on operations and individual performance of the current year)</li> <li>Production performance bonuses, operating performance bonuses, R&amp;D patent bonuses</li> <li>Excellent R&amp;D personnel, and outstanding employee recognition</li> </ul>
<b>Comprehensive Employee Care</b>	<ul style="list-style-type: none"> <li>Free group insurance for employees, accident insurance for expatriates and dependents on business trips, overseas travel insurance, regular on-site consultation services for insured employees</li> <li>Annual health examination (superior to legal requirements), employee health management, comfortable rest areas, and professional medical consultations</li> <li>Free electrocardiogram (ECG) examinations for employees aged 45 and above</li> <li>“Painless endoscopy screening” for targeted groups</li> <li>Comprehensive retirement system, equal working conditions for both genders</li> <li>Flexible working hours, shuttle buses, and plants shuttle services</li> <li>Provide dedicated friendly parking spaces for injured or ill employees</li> </ul>	<ul style="list-style-type: none"> <li>Free group insurance for employees, regular on-site consultation services for insured employees</li> <li>Employee health management, comfortable rest areas, and professional medical consultations</li> <li>Equal working conditions for both genders</li> <li>Flexible working hours, shuttle buses, and plants shuttle services</li> </ul>
<b>Diverse and Thoughtful Welfare Benefits</b>	<ul style="list-style-type: none"> <li>Labor Day, Mid-Autumn Festival, Dragon Boat Festival, and birthday vouchers</li> <li>Wedding cash gifts, childbirth cash gifts, travel subsidies, hospital subsidies, condolence payments, club subsidies, female employee miscarriage condolence payments</li> <li>Family Day, club activities, year-end parties</li> <li>Restaurants, smart coffee shops, convenience stores, employee recreation centers, multi-function employee fitness centers, yoga rooms</li> <li>Free breakfast and afternoon tea once a month and 2 movie tickets per person</li> <li>Provide organic vegetable boxes; hydroponic vegetables are grown on-site and served as hydroponic vegetable salad during harvest</li> </ul>	<ul style="list-style-type: none"> <li>Birthday vouchers</li> <li>Wedding cash gifts, childbirth cash gifts and condolence payments</li> <li>Year-end parties, quarterly welfare activities</li> <li>Restaurants, dormitories, convenience stores, employee service center</li> </ul>
<b>Support for Women</b>	<ul style="list-style-type: none"> <li>Parental leave, family care leave, maternity leave, pregnancy checkup accompaniment and paternity leave, menstrual leave, pregnancy checkup leave</li> <li>Lactation rooms</li> <li>Dedicated indoor parking spaces for pregnant women</li> <li>Contracted nursery schools and kindergartens</li> <li>Priority dining rights for pregnant women</li> </ul>	<ul style="list-style-type: none"> <li>Maternity leave, paternity leave, and pregnancy checkup leave</li> <li>Lactation rooms</li> <li>Dedicated parking spaces for expectant mothers</li> <li>Priority dining rights for pregnant women</li> <li>Half-day leave for female employees on International Women's Day</li> </ul>
<b>👍 Leave Exceeding Legal Requirements</b>	<ul style="list-style-type: none"> <li>Golden Vacation Week: 5 days of paid leave</li> <li>Volunteer leave: Employees who participate in company-organized volunteer activities on holidays can apply for volunteer leave equal to the activity hours, with no annual limit on application hours</li> </ul>	None

► Various Benefit Payments

Item/Region	Taiwan	China
Childbirth Subsidy	Both employees and their spouses can apply, with a subsidy of NT\$5,000 per birth. If a single birth results in more than one child, an additional NT\$1,000 is subsidized for each additional child.	Both employees and their spouses can apply, with a subsidy of RMB 100 per birth. If a single birth results in more than one child, an additional RMB 100 is subsidized for each additional child.
Wedding Cash Gift	NT\$2,000 per person	RMB 200 per person
Female Employee Miscarriage Condolence Payments	No limit on applications; NT\$2,000 each time	None
Travel Subsidy	NT\$3,000 per person	None
Adoption Subsidy	Both employees and their spouses can apply, with a subsidy of NT\$5,000 per birth. For multiple adoptions, an additional NT\$1,000 subsidy for each additional child.	None

► Parental Leave <sup>401-3</sup>

Gender/Item	Male	Female	Total
A. Number of people entitled to parental leave from 2021 to 2024	70	58	128
B. Number of employees who applied for parental leave in 2024	1	11	12
C. Expected number of employees to return to work after parental leave in 2024	4	9	13
D. Actual number of employees who returned to work after parental leave in 2024	4	5	9
E. Number of employees whose parental leave ended in 2023 and returned to work in 2024	1	11	12
F. Number of employees who remained employed 12 months after returning from parental leave in 2023	1	10	11
G. Return-to-work rate (D/C)	100%	56%	69%
H. Retention rate (F/E)	100%	91%	92%

Note 1: The parental leave data statistics in the above table cover Taiwan employees who have applied for paternity leave/maternity leave from 2021 to 2024.

Note 2: There is no parental leave in China.





### ▶ Retirement System<sup>201-3</sup>

- Taiwan plants comply with the Labor Standards Act and Labor Pension New System regulations to make timely monthly contributions to employee retirement pensions. For employees with old system retirement seniority, the Company also makes sufficient contributions according to the law as retirement reserve funds deposited into the Company's retirement pension account, sufficient to pay the retirement pensions of employees eligible for retirement in the current year, ensuring the rights and interests of retiring employees.
- China plants comply with the "Social Insurance Law of the People's Republic of China" and "Regulations on Basic Pension Insurance for Enterprise Employees in Jiangsu Province" to make timely monthly pension insurance contributions for employees.
- For senior employees with outstanding work performance who apply for retirement, the Company invites them to serve as consultants to pass on their rich experience to other employees, not only providing professional consulting services for the Company, but also providing a stage for retired employees to continue developing and guiding the new generation of workers to establish generational inheritance.

Item/Region		Taiwan	China
Retirement Pension Contribution as a Percentage of Salary	Employer	Old System: 2% New System: 6%	16%
	Employee	Old System: 0% New System: 0~6%	8%
Retirement Plan Type		Old System: Company Retirement Account New System: Individual Retirement Account	Pension Insurance (Employee Account)

## Diversity and Inclusion in the Workplace

- ▶ Friendly Workplace Courses: A total of 16 courses on creating a friendly workplace were offered, covering topics such as human rights, gender equality, DEI (Diversity, Equity, and Inclusion) trends, and sexual harassment prevention. A total of 4,773 employees participated, actively enhancing their awareness and implementation of a workplace culture of friendliness.
- ▶ Empowering Women in Technology:
  - Women held 31% of managerial positions, with female managers accounting for 39% of sales managerial roles. In 2024, women represented 35% of employees in STEM (Science, Technology, Engineering, and Mathematics) positions, including roles in R&D, production management, process engineering, procurement, warehousing, IT, and quality assurance.

Item/Job Level	Senior Executive	Middle Manager	Junior Manager	Total
Number of Female Managers	14	42	173	229
Total Number of Managers	50	195	497	742
Female Manager Employment Rate	28%	22%	35%	31%

- Women's Empowerment Development Program:
  - In 2024, to encourage more women to pursue careers in management and technical roles, the "Women's Empowerment Forum" was launched. The program features 19 female managers as speakers who shared their professional expertise and real-world experience, with a total of 604 participations.
  - To further support the development of women in the workplace and enhance their visibility, the Company incorporated the "Women's Empowerment Forum" into the corporate visit event for National Tsing Hua University. A female R&D manager shared her journey and explained the opportunities and support available for women at the Company. The message emphasized that as long as employees have ambition, clear goals, and the courage to try, both men and women have the opportunity to showcase their strengths, helping students gain a more diverse perspective on career possibilities.
- ▶ Workplace Equality: Coretronic is committed to fostering a friendly and harmonious work environment, and to providing equal opportunities for disadvantaged and minority groups to promote fair employment. In 2024, Taiwan plants employed a total of 29 individuals with disabilities (including weighted counts for those with severe disabilities), achieving a hiring rate of 1.83%, exceeding the legal requirement by 81%.



► Vitality in the Workplace

167 events with 42,257 participations (maximum event satisfaction score: 10)

Festive Trio Celebration! Arbor Day × Mother’s Day × Father’s Day

- At Taiwan plants, employees promoted in 2023 and their direct supervisors were invited to plant tree saplings together in celebration of Arbor Day. For Mother’s Day, a “Warmth in Your Hands DIY Baking” event was held, where **337** employees and their family members experienced the joy of baking; the event received a satisfaction score of 9.7. For Father’s Day, a “Leather Card Holder DIY” workshop was held with **150** participants and received a satisfaction score of 9.7.
- At Wujiang plants, a “New Year’s Eve Dumpling Making” activity was held to prepare dumplings for employees, with **80** participants. Before the Dragon Boat Festival, a “Dumpling Fishing Game” event was held, attracting **108** participants.



Online Health Mileage ATM—Islandwide Gourmet Charity “Walking” Team × Walk with Family and Friends

Employees and their family members were invited to join this initiative that combined exercise with charitable giving. A total of **221** participants collectively walked 56,288,512 steps, burning 1,509,242 kilocalories. The Company purchased 176 bags of rice from the Taiwan Autistic Family Supporting Association and gave them to participants who achieved the “5,000 steps per day” goal. Based on participants’ wishes, **86** bags were donated to the Hondao Senior Citizen’s Welfare Foundation.



Discovering the Beauty of Nature – One Day Tour

Employees and their families were invited to explore nature and charming historic towns together. The itinerary included visits to hidden gems like Sandiaoling, a Shenao Railway Bicycle Challenge, and tours of Tai-Yi Ecological Leisure Farm and Checheng Old Town. A total of **287** employees and their family members participated.

Visually Impaired Massage—“Hands” Protect Your Health

Each month, visually impaired massage therapists from the Hsinchu City Visually Impaired Account Growth Association and the Tainan City Yowming Visually Impaired Advancement Association are invited to four Taiwan plants to provide “shoulder and neck massage services” for employees. This initiative not only promotes employee well-being but also supports the employment and livelihood of visually impaired individuals. A total of **720** employees participated.





### 2024 Coretronic Sports Day

To promote employees' physical and mental well-being and embody the spirit of an active enterprise, the "2024 Coretronic Sports Day" was held under the slogan "From Me to Us, From Good to Better Together". The event featured a variety of exciting and diverse competitions, including Synchronized Jumping, Kayak Relay, and Tech Trampoline Relay, bringing both challenge and fun to the participants. To boost team morale, in addition to individual competition prizes, a "Team Spirit Grand Award" with prize money was also offered. A total of **675** employees participated in the event, which successfully fostered team cohesion and camaraderie.



### Core Happiness Academy

The Core Happiness Academy offers both online and in-person short-term courses quarterly, providing employees with opportunities to relieve stress and enhance their sense of well-being outside of work. Based on feedback from **533** employees, the Company developed courses in seven categories. Digital courses included: Personal growth: "Discovering Your Natural Talents Through Numbers", Mobile app skills: "Simple and Easy Photography Techniques", Life organization: "Decluttering course", Celebrity lecture: "Ruo-Quan (Eric) Wu—Discovering the Most Beautiful Distance in Love". A total of **332** employees and their family members participated, with a satisfaction score of 9.5. In-person courses included: Art and painting: "Healing Through Mixed Media Art", Crafts and DIY: "Cement Planter x Succulent Arrangement", "Handmade Wooden Stools", and "Essential Oil Aromatherapy Care". These were attended by **218** employees, with a satisfaction score of 9.4.



### Food Festival

To promote healthy eating culture, enhance the quality of employee meals, and boost work enthusiasm, China plants hold the Food Festival **quarterly**. Every employee receives a free food voucher, and a variety of specialty food vendors are invited to provide snacks such as pastries, mooncakes, oden, rice dumplings, beverages, and braised delicacies for employees to enjoy. A total of **11,414** participations joined the event.



### Family Open House

During the summer vacation, employees' family members were invited to visit Kunshan plants and participate in interactive games. The event aimed to strengthen families' understanding of the Company and its corporate culture, enhancing their support for employees' work and fostering both family harmony and corporate cohesion. A total of **56** employees and their family members participated, with a satisfaction score of 10.



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**Material Topic**  
Labor-  
Management  
Relations

**GRI Topic**  
Labor/  
Management  
Relations



## 6.4 Communication Channels <sup>2-25, 2-26, 2-29</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants and Wujiang plants)

### Topic Importance

A company relies on its employees to achieve operational performance, while employees depend on the company to provide a platform to contribute and receive compensation. Therefore, both parties must work together to foster a positive and mutually trusting labor-management relationship.

### Strategy

- Quarterly labor-management meetings are held at Taiwan plants; topic-based forums are held at China plants as needed.
- Conduct annual employee opinion surveys.
- Establish diverse and open two-way communication channels.

### Operating Mechanism

Annual employee opinion survey, facility service satisfaction survey

### Performance

- Taiwan plants held 16 labor-management meetings.
- Kunshan plants held 6 employee forums and 1 assistant forum.
- Wujiang plants held 4 employee forums and 2 plant manager forums.
- NEW** Annual employee opinion survey conducted at Taiwan plants: 98% response rate for indirect labor; 358 direct labor participated through interactive activities, resulting in 24 suggestions, with a 100% resolution rate.
- Annual employee opinion survey conducted at Wujiang plants: 100% response rate for indirect labor, 76% for direct labor.
- Annual employee opinion survey conducted at Kunshan plants: 100% response rate for indirect labor, 80% for direct labor.

### Targets

- 2025: Continue conducting annual employee opinion surveys and communicate accordingly after compiling feedback
- 2026~2027: Incorporate employee feedback into management meeting agendas, allowing the executive team to consider stakeholder suggestions for appropriate evaluation



Communication Channel	Implementation Plants	Content	2024 Results		
Labor-Management Meeting	Taiwan	Held quarterly at each plant, totaling <b>16</b> meetings to report operational status, employee concerns, and improvement measures.			
Employee Welfare Committee Meeting	Taiwan, China	Held at least once per quarter, totaling <b>13</b> meetings to discuss the operation of the Employee Welfare Committee and future activity plans. In addition, employee satisfaction survey results were reviewed to plan and implement improvement measures.			
Email	Taiwan, China	<a href="mailto:8585@coretronic.com">8585@coretronic.com</a> <a href="mailto:1885@coretronic.com">1885@coretronic.com</a> <a href="mailto:6885@coretronic.com">6885@coretronic.com</a>	<b>Taiwan</b> • Number of Complaints: <b>5</b> • Complaint Topics: Catering, facility environment and safety • Closure Rate: 100%	<b>China (Kunshan)</b> • Number of Complaints: <b>14</b> • Complaint Topics: Labor relations, environmental improvements • Closure Rate: 100%, with all cases required to be closed within the month of filing	<b>China (Wujiang)</b> • Number of Complaints: <b>27</b> • Complaint Topics: Employee relations, labor relations, environmental improvements • Closure Rate: 100%, with all cases required to be closed within the month of filing
Hotline	Taiwan, China	+886-3-5772000 #8585 ; +886-800-299-988 +86-512-57360000 #1885 +86-512-85168838 #4885 ; +86-512-63828588 #6885			
Physical Suggestion Box	Taiwan, China	Installed throughout each floor of the plant, workshop entrances, and dormitory areas.	The Human Resources Department engages in two-way communication and coordination with both the employee and the relevant departments involved in the feedback. The goal is to continuously improve and address employee concerns while ensuring smooth operation of the communication channels.		
Annual Meeting	Taiwan (Visual Solutions Products)	<b>6</b> sessions were held, during which supervisors from various departments explained strategic directions and development plans for the next six months. A total of <b>331</b> employees participated.			
BU Communication Meeting	Taiwan (Energy Saving Products)	<b>2</b> sessions were held to share the business strategies and direction, customer focus areas, and outlook of the Energy Saving Business Group. A total of <b>120</b> employees participated.			
<b>NEW</b> Direct Labor Communication Sessions	Taiwan (Visual Solutions Products)	<b>2</b> in-person communication events were held to foster employee care, share important information, promote communication channels, and ensure smooth interaction through engaging activities. A total of <b>155</b> employees participated, with an average satisfaction score of 4.3 (maximum score of 5).			
Employee Care Interview	Taiwan	To immediately respond to employee concerns and deeply understand their career plans, employees are invited for interviews <b>weekly</b> , and employee opinions are immediately feedback to each unit or their supervisor. A total of <b>222</b> people interviewed.			
Plant Manager Forum	China (Wujiang)	<b>2</b> sessions were held to discuss challenges faced in day-to-day frontline management. The plant manager provided real-time responses and explanations, while personnel policies were also communicated to keep employees informed.			
Employee Forum	China	<b>10</b> sessions were held to discuss challenges faced in day-to-day frontline management. The department heads provided real-time responses and explanations, while personnel policies were also communicated to keep employees informed.			
Assistant Forum	China (Kunshan)	<b>1</b> session was held to focus on streamlining workflows, eliminating unnecessary steps, and enhancing communication between assistants to improve work efficiency.			
Employee Care Day	China (Kunshan)	<b>6</b> sessions were held where small gifts were distributed, and free replacement of ID badges and lanyards was offered. Employees were encouraged to express their thoughts, listening and accepting different opinions.			
Employee Assistance Program (EAP)	Taiwan	Provides a toll-free 0800 number for external professional counseling services. Employees can call to consult on issues such as family and marriage, parenting, interpersonal relationships, personal emotions, legal matters (e.g., disputes, traffic accident settlements, inheritance, civil and criminal cases), and management. A total of <b>32</b> services were provided.			
New Employee Forum	Taiwan	It is held quarterly for employees in their probationary period. Through various games and activities, new hires get to know each other and understand their department roles. A dedicated performance management course is also provided to help them better understand the Company's evaluation system and relevant regulations through practical exercises.			
Coretronic APP	Taiwan, China	An exclusive app for employees that includes functions such as company directory, push notifications, form approval, partner store discounts, coffee shop ordering and pickup reminders, meeting room and parking space reservations, access to environmental education videos, mental wellness station, clock-in/out, and the Employee Welfare Committee website.			
Line@Communication Platform	Taiwan	<ul style="list-style-type: none"> <li>• Production line employees can use this platform to receive real-time company updates and raise questions, with relevant departments responding within two days.</li> <li>• A total of <b>430</b> chat interactions were recorded, mainly for attendance and payroll inquiries.</li> </ul>			
Wujiang WeChat Official Account	China (Wujiang)				
CPC WeChat Official Account	China (Kunshan)	An official service account for employees, including HR processes, latest news, salary and benefits, employee complaint submissions, employee training, and more, with regularly updated posts.			
Employee Information Platform	Taiwan, China	Publish various announcements, policies, resource bookings, collaborative tools, group insurance, and other relevant information.			
Employee Welfare Committee Website	Taiwan	Share information on employee welfare, social clubs, recreational activities, company-exclusive deals, and partner vendor promotions.			

## 【 New Employees 】

### The Youth's Employment Ultimate Program

- To help new employees aged 15~29 better connect with the Company, Coretronic applied for and implemented the Youth's Employment Ultimate Program of the Ministry of Labor. Starting from the employee's first day, a 3~6 month training plan is implemented based on job category. Each new employee is paired with a workplace mentor, with biweekly learning plans and feedback sessions. The employee submits reflections on their learning, and the mentor provides written feedback every eight weeks, enabling supervisors to track progress and make timely adjustments.
- In 2024, a total of 18 new employees participated in the program, and 16 remained employed after the six-month period, achieving an 89% retention rate.
- For the 16 employees who completed the training, a satisfaction survey was conducted on aspects such as "training content", "workplace mentor performance", "environment and benefits", "overall training satisfaction", and "ability improvement". The overall average satisfaction score was 93 (out of 100), of which satisfaction with "Mentor's professionalism, guidance, and care" was 94. It was believed that this program can effectively improve professional skills, communication, teamwork, and problem-solving abilities, while helping new employees quickly adapt to the workplace.

### New Employee Connection Program

- For new employees in the Energy Saving Business Group, a three-month "New Employee Connection Program" exclusive Mentor system is launched. Through one-on-one guidance and care, it helps new employees adapt to work content and become familiar with organizational culture, enhances interaction and communication among internal employees, and establishes a regular care mechanism. After three months, new employees are invited to complete a satisfaction survey, while mentors provide feedback based on their observations, enabling HR to offer timely support and establish a two-way feedback mechanism. In 2024, a total of 20 employees completed the program with an average satisfaction score of 9.3 (out of 10). Only one employee left within three months due to difficulty adjusting to an overseas assignment in Vietnam.
- The "New Employee Connection Program" has been integrated into the Employee Information Platform to enhance communication and tracking efficiency through digital tools. This ensures timely support for new hires, strengthens the effectiveness of the mentoring system, and continually improves satisfaction and retention rates.

## 【 Cross-Generation and Cross-Department 】

### "Dog & Cat Chef" Team-Building Activity

To enhance intergenerational communication between supervisors and team members and foster a harmonious and inclusive workplace, Coretronic held the "Dog & Cat Chef" team-building activity. This initiative encouraged employees from different generations to share their personal work values, lifestyles, and perspectives, strengthening mutual understanding and team cohesion. Additionally, a "Positive Communication" course was offered to introduce techniques for effective communication across generations.

In 2024, 2 sessions were held with a total of 38 cross-functional participants. The average satisfaction score was 9 (out of 10). Participant feedback included: "This activity helped bridge the gap between generations and taught me how to communicate effectively with colleagues from different age groups."



### "Slither into Success" Team-Building Activity

To enhance direct labor's awareness and understanding of the SA8000 standard while integrating the RISE corporate culture, Coretronic organized the "Slither into Success" team-building activity. The activity was designed to promote interaction among direct labor from different departments. It consisted of four main segments: an icebreaker, a session on SA8000, a bingo game using a nine-square grid, and a RISE culture game experience. The content covered key topics such as ESG, DEI, SA8000, RBA, corporate culture, employee resources, and internal systems, reinforcing a diverse, equitable, and inclusive workplace. In 2025, the activity is planned to be officially launched for direct labor at the Headquarters.





## 【 All Employees 】

### Annual Employee Opinion Survey

Plants	Indirect Labor	Direct Labor
Taiwan	<ul style="list-style-type: none"> <li>Employees can express their opinions on job content, work environment, and the Company through the “Annual Employee Suggestions” section in the online performance evaluation system. In 2024, the response rate was 98%.</li> <li>The Human Resources Department compiles the top 3 topics raised each year by each business group (BG) and provides them to BG supervisors for reference. If the issue falls under the responsibility of an administrative unit, it is forwarded to the relevant unit for further evaluation and improvement. The responses are incorporated into the Q4 labor-management meeting presentation and published on the EIP for employee access.</li> </ul>	<ul style="list-style-type: none"> <li>Incentives are offered to encourage direct labor to submit their opinions and ideas online.</li> <li>In 2024, there were a total of 358 participations with 24 issues and suggestions submitted. Most were related to attendance, salary, production performance bonuses, and festival bonuses. Feedback was provided for all items, achieving a 100% improvement rate.</li> </ul>
Wujiang	<ul style="list-style-type: none"> <li>Employees can express their opinions on job content, work environment, and the Company through the “Annual Employee Suggestions” section in the online performance evaluation system.</li> <li>All employees except those on probation, short-term internships, long-term injury leave, or unpaid leave participated in the evaluation, achieving in a 100% response rate. A total of 7 improvement suggestions were collected, with a 100% implementation rate. Improvements will continue to be tracked based on issue categories and deadlines.</li> </ul>	<ul style="list-style-type: none"> <li>An online questionnaire was conducted with a 76% response rate. Survey results showed a high overall satisfaction with company-organized activities.</li> <li>A total of 10 improvement suggestions were collected, with a 100% implementation rate. Based on the feedback, improvement actions included diversifying training content, digitizing dormitory repair requests, and installing more dormitory shower faucets.</li> </ul>
Kunshan	<ul style="list-style-type: none"> <li>Employees can express their opinions on job content, work environment, and the Company through the “Annual Employee Suggestions” section in the online performance evaluation system.</li> <li>All employees except those on probation, short-term internships, long-term injury leave, or unpaid leave participated in the evaluation, achieving in a 100% response rate. A total of 518 improvement suggestions were collected. Improvements progress will continue to be tracked based on issue categories and deadlines.</li> </ul>	<ul style="list-style-type: none"> <li>An online questionnaire was conducted with an 80% response rate.</li> <li>A total of 15 improvement suggestions were collected, which led to the formulation of improvement actions such as “increasing the variety of cafeteria meals”, “enhancing food warming measures”, and “improving dormitory conditions”.</li> </ul>

Plants	Suggestions from Indirect Labor	Improvement Measures in 2024
Taiwan	Enhance cleanliness of the plant control room and indoor/outdoor parking areas	<ul style="list-style-type: none"> <li>The cleaning frequency was increased with daily inspections and removal of fallen leaves and insect remains. Intensified cleaning and scrubbing of dirty floors in key areas; floor scrubbing arranged every six months.</li> <li>Weekly pesticide spraying on Saturdays, with frequency adjusted as needed.</li> <li>An investment of NT\$647,150 was made in site greening and beautification; received the “Outstanding Award” in the 2024 Hsinchu Science Park “Greening, Beautification and Environmental Maintenance Competition”.</li> </ul>
	Organize more sports events	Three sports events were held: “Online Health Mileage ATM”, “2024 Coretronic Sports Day”, and “2024 Run for Love” with a total of 1,317 participations.
Wujiang	Arrange irregular cross-unit visits for production and quality staff to learn from other teams	7 cross-unit visits were arranged for team leaders and new employees.
	Organize more employee engagement activities to boost morale	The frequency of quarterly food festivals was increased and added interactive games.
Kunshan	Improve cleanliness in the cafeteria and dormitories	<ul style="list-style-type: none"> <li>1 janitor and cleaning tools were added for the cafeteria, and the cleaning frequency was increased.</li> <li>Tableware was sterilized with high temperatures; the catering company was required to perform comprehensive inspections before meal service and enhanced monitoring of staff.</li> <li>Hygiene management in dormitories was strengthened, redistributed cleaning tools, and conducted monthly 7S evaluations to improve living conditions.</li> </ul>
	Some employees share phone extensions; suggest increasing individual extension numbers	The Factory Affairs Division recounted and reassigned extension numbers across departments; evaluated replacing outdated telephone devices.

### Annual General Affairs Service Satisfaction Survey

- Survey Method: An online questionnaire survey is conducted once every half year, with evaluation items include meal services, cafeteria, security, cleaning, and front desk services.
- Target Respondents: All employees at Taiwan plants.
- Performance: A total of 1,510 employees responded in 2024. The response rate was 49.2% in the first half and 44% in the second half. Through regular reviews and the establishment of feedback channels, an average satisfaction score of 90 was reached, showing improvement compared to 2023.

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Material Topic  
Talent Cultivation

GRI Topic

Training and Education



## 6.5 Talent Cultivation <sup>3-3</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants and Wujiang plants)

### Topic Importance

Talent is the foundation of an enterprise. By establishing a diversified development training system and implementing training and development mechanisms at all organizational levels, Coretronic continuously enhances the competitiveness of both employees and supervisors to ensure the Company's sustainable development.

### Strategy

- Based on operational needs, Coretronic integrates theory with practice to stimulate employee potential and cultivate high-quality talent. Through the inheritance and management of knowledge and experience, the Company fosters a learning-oriented organizational culture that continuously accumulates corporate intellectual capital and supports sustainable business operations.
- With corporate sustainability as the core value, the Company actively invests in employee reskilling, revitalizing and strengthening the human organization to support employee career development.

### Operating Mechanism

The Human Resources Center and Talent Development Center formulate annual plans around corporate culture, youth empowerment, and internal talent training. They actively invest in leadership development for succession planning and organizational strengthening, and establish self-driven book clubs to promote a learning-oriented organizational atmosphere.

### Performance

- Received the "Talent Development Leadership Award" at the 2024 Taiwan Corporate Sustainability Awards (TCSA)
- Compared to 2023, Taiwan plants increased its total training expenses by 58% and total training hours by 29%, with an average of 29.4 training hours per employee. China plants increased its total training hours by 2%, with an average of 14.3 training hours per employee. Both regions met the 2024 training hour targets.
- "Core Competency Academy": A total of 182 in-person competency courses were offered, with 4,048 participations and an average satisfaction score of 9.5.
- "Reaching the Peak of PL": A holistic program to cultivate project leaders (PL), including 12 courses and 3 exchange sessions, with 713 participations and an average satisfaction score of 9.6.
- "Core Salon" and "New Leaders on Board": Focused on developing leadership skills of entry-level supervisors, with 3 exchange sessions and 7 training courses, with 428 total participations, 100% task completion rate, and 45% self-assessed competency improvement, promoting a top-down learning-oriented organization.
- "Tech Talk Technical Exchange Forum": Traditional training was updated to practical knowledge-sharing sessions, reducing preparation costs, enhancing frequency of technical exchanges, and helping employees quickly master the importance of process development. 5 sessions were held with 102 participations.
- The new digital learning system was launched with 419 online courses available.

### Targets

- 2025: Develop creative solutions to talent management challenges and expand digital self-learning resources through training system upgrades. The target average training hours for Taiwan plants and China plants in 2025 are 22 hours and 9 hours, respectively.
- 2026~2027: Continue building a comprehensive career map and learning blueprint, and maintain a focus on the cultivation of management talent. The target average training hours for Taiwan plants and China plants in 2026 are 24 hours and 9 hours, respectively. The target average training hours for Taiwan plants and China plants in 2027 are 26 hours and 9 hours, respectively.



Coretronic upholds the philosophy that “talent is the company’s most important asset” by offering diverse channels and platforms to enhance employees’ core competencies. Through experiential and action-based learning methods, employees can immerse themselves in its corporate culture of Responsibility, Innovation, Superiority, and Entrepreneurship (R.I.S.E.), fostering shared values and attitudes. Additionally, employees have access to a structured training curriculum that supports career development into either managerial or professional tracks. Global strategic deployments, regional job rotations, and language training further enable employees to realize their ambitions on the international stage.

According to the annual training expense charts, Taiwan plants’ total training investment in 2024 exceeded NT\$6.74 million, marking a 58% increase compared to 2023. The total number of trainees rose by 208%, and total training hours increased by 29%. The growth is attributed to the effective use of both internal and external instructor resources. Series of in-person courses were planned for employees at various levels, along with complementary online training sessions to extend learning opportunities across plants. These were supplemented by exchange meetings and on-the-job coaching, forming a multifaceted training mechanism to pass on practical expertise.

At China plants, total training participations in 2024 increased by 89%, and total training hours rose by 2% compared to 2023. This was primarily due to the widespread use of online training programs, allowing employees to attend the same in-person courses conducted in Taiwan. Furthermore, to enhance employees’ willingness to participate in training, Kunshan plants collaborated with the local government to offer subsidy measures. Employees who successfully obtained relevant certificates after completing skill training were rewarded by the Company, effectively improving both professional competence and certificate passing rate.

## 2024 Average Employee Training Hours<sup>404-1</sup>

Region	Gender	Job Level <sup>1</sup>					Job Category				
		Senior Executive	Middle Manager	Junior Manager	Non-management Personnel	Total	R&D Personnel	Sales Personnel	Administration Personnel	Production Personnel	Total
Taiwan	Male	19.3	17.9	34.5	32.1	30.1	28.8	17.0	34.0	34.5	30.1
	Female	11.6	24.7	30.3	28.8	28.4	30.9	27.7	34.1	24.2	28.4
	<b>Total</b>	<b>17.0</b>	<b>19.3</b>	<b>33.4</b>	<b>30.5</b>	<b>29.4</b>	<b>29.0</b>	<b>23.8</b>	<b>34.1</b>	<b>28.7</b>	<b>29.4</b>
China	Male	31.4	19.9	27.0	11.2	13.3	20.3	19.8	16.4	12.3	13.3
	Female	NA	27.6	28.6	13.8	15.6	20.2	20.4	22.2	13.6	15.6
	<b>Total</b>	<b>31.4</b>	<b>22.0</b>	<b>27.7</b>	<b>12.3</b>	<b>14.3</b>	<b>20.3</b>	<b>20.3</b>	<b>20.1</b>	<b>12.8</b>	<b>14.3</b>

1: Chairman, president, business group, sub-business group, business division, and independent center supervisors are senior executives; center and division-level supervisors are middle managers; department-level and section-level managers are junior managers; other employees are non-management personnel.

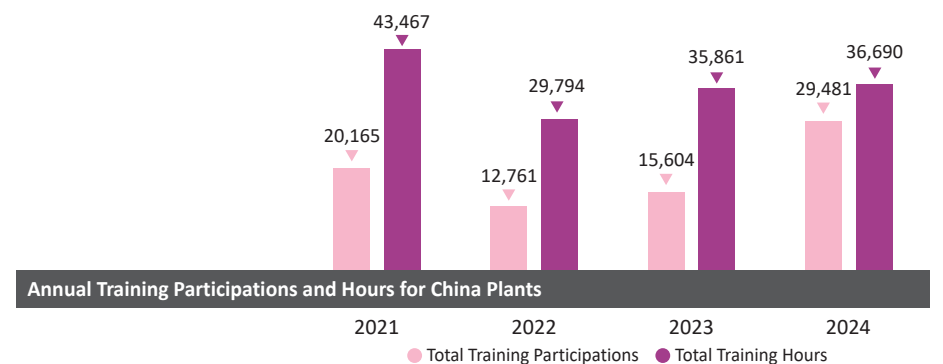
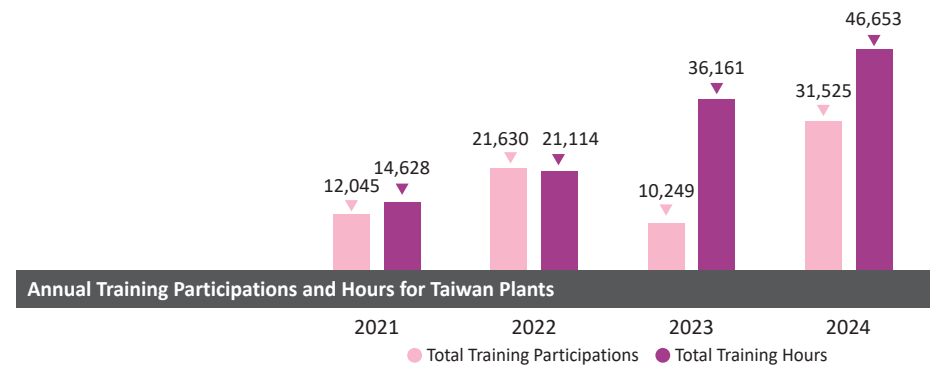
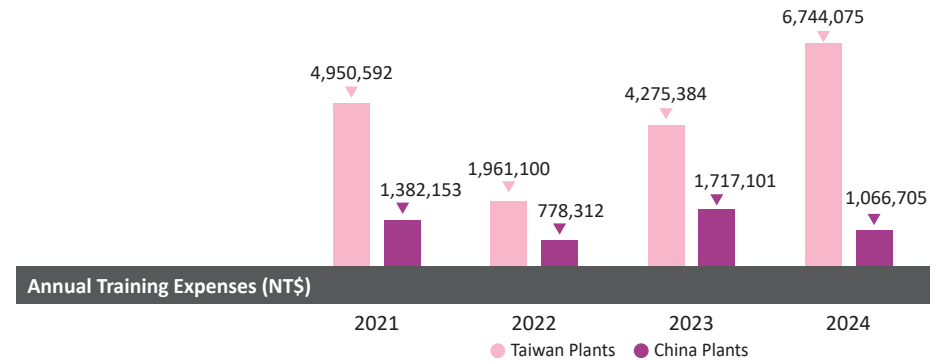
2: The data in the above table is based on in-person, online course lectures, department training and other training data opened from 2024/1/1~2024/12/31, and the training hours are calculated according to the number of employees in December 2024.

3: In terms of training resource provision, except for mandatory courses, all kinds of courses are open for employees to enroll voluntarily. However, due to differences in member composition and willingness to participate in training, the proportion of male and female participants is affected. The Company has included DEI in the three-year plan and is committed to promoting a diverse and equitable workplace, and encourages female employees to continue investing in self-learning and pursuing work-life balance development.

## Training and Development Channels<sup>404-2</sup>

Coretronic designs and develops a variety of learning tools and activities, allowing employees to choose different training channels based on their personal schedules and learning preferences. In 2024, the Company introduced a new training system, in collaboration with internal and external instructors, launched a total of 419 online courses. The Company also provides internal training (on-the-job training, classroom courses, self-development, and digital learning) and external training to meet both job-related and personal development needs.

For employees facing career termination or end of employment, in addition to issuing the necessary work certificates, the Company also provides information on government-supported career transition programs to enhance their continued employability or assist in managing their retirement planning.





## Training and Development Courses (maximum course satisfaction score: 10)

### ► Featured Course

Course Name	Content	2024 Results
<b>RISEMOM Corporate Culture Experience Camp (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>To enhance new employees' sense of organizational identity, the corporate culture experience camp module is redesigned using the concept of the Pokémon game, incorporating elements such as gym challenges and RISEMON character cards to capture the attention of the new generation of trainees.</li> <li>Activities of the experience camp are tailored based on the characteristics of new hires, incorporating more teamwork elements to reinforce the RISE culture.</li> </ul>	<ul style="list-style-type: none"> <li>2 sessions were conducted with a total of 39 participants and an average satisfaction score of 9.7.</li> <li>Most participants reported gaining a better understanding of the RISE spirit through the experience camp, thereby increasing their sense of belonging to the Company.</li> <li>Supervisors of the Company were invited to share their personal workplace experiences to inspire new hires and foster a culture of internal learning.</li> </ul>
<b>TTT Internal Instructor Training</b>	<ul style="list-style-type: none"> <li>Certified instructors are invited to teach essential instructional knowledge and skills, enhancing the awareness of supervisors and high-performing employees in developing others, while supporting them in planning training activities and adopting diverse teaching methods.</li> <li>Instructors design suitable course content based on their competencies and learner needs, delivering lessons using various instructional techniques.</li> <li>After training, HR provides one-on-one coaching for internal professional competency instructors to help them build training materials based on competency models. Once they pass the mock teaching assessment, they can officially conduct classes, thereby enriching the internal competency framework.</li> <li>Senior executives are invited to deliver motivational speeches before training sessions to highlight the Company's commitment to talent development and knowledge transfer.</li> </ul>	<ul style="list-style-type: none"> <li>59 participants were trained by external instructors, with an average post-course satisfaction score of 9.6.</li> <li>47 trainees received internal instructor certification and went on to deliver 42 in-person and online courses. Participant feedback indicated that the courses were highly practical and that the knowledge gained could be applied immediately on the job.</li> </ul>
<b>NEW Reaching the Peak of PL (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>This program focuses on horizontal communication and business thinking, covering three levels: "learning knowledge", "learning coordination", and "learning from experience". Courses were designed based on participants' areas for improvement and real-life scenarios to cultivate well-rounded Project Leaders (PLs).</li> <li>A variety of themes are taught using lectures, scenario discussions, experiential learning, and group discussions. In addition, the salon-style exchange session invites senior executives and PLs to share insights and techniques on team leadership.</li> <li>While the program is mandatory for PLs, it is also open to all employees for voluntary participation to foster cross-functional competencies.</li> <li>After each course, HR edits highlights into digital learning content to broaden learning access and impact.</li> </ul>	<ul style="list-style-type: none"> <li>Learning Knowledge: 9 sessions were conducted, with 506 participations and an average satisfaction score of 9.4. It helped learners establish a shared cross-disciplinary language to support project collaboration.</li> <li>Learning Coordination: 3 sessions were conducted, with 124 participations and an average satisfaction score of 9.9. It enabled learners to master core coordination skills, enhancing work efficiency and teamwork.</li> <li>Learning from Experience: 3 exchange sessions were conducted, with 83 participations and an average satisfaction score of 9.6. It focused on real-world scenarios to encourage multidimensional thinking and knowledge sharing.</li> </ul>
<b>NEW Core Salon (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>The program utilizes salon-style discussions and management case analyses to foster collaborative learning among supervisors, enhance leadership and inclusive thinking, and identify effective management solutions.</li> <li>Through open dialogue and exchange, the initiative supports supervisors in addressing talent development and organizational challenges, while building a shared knowledge base and learning culture to strengthen corporate adaptability and competitiveness.</li> </ul>	<ul style="list-style-type: none"> <li>3 sessions were conducted, with a total of 49 participations and an average satisfaction score of 9.</li> <li>A kick-off event was organized to engage supervisors in conversations and gather key management topics. HR then designed cases grounded in real organizational practices, which increased supervisor engagement and discussion participation.</li> <li>The program promoted community-based learning, enabling supervisors at the same level to exchange experiences, share management insights, quickly accumulate practical leadership skills, and internalize these practices into the Company's management culture.</li> </ul>
<b>NEW Tech Talk Technical Exchange Forum (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>For the first time, advanced technology units are invited to upgrade internal department training into technical exchange forums. By incorporating real-world mass production case studies, these sessions help participants quickly grasp key technologies and apply them to future development and process optimization.</li> <li>Replacing traditional one-way knowledge delivery with interactive technical forums, the initiative encourages participants to ask questions and engage in discussions. This enhances the exchange of theoretical and practical experiences, boosts willingness to share expertise, and improves the efficiency of knowledge transfer.</li> </ul>	<ul style="list-style-type: none"> <li>5 sessions were conducted with 102 participations.</li> <li>The innovative internal training format transformed traditional courses into hands-on technical sharing sessions, reducing preparation time, increasing the frequency of knowledge exchanges, and helping employees quickly understand critical aspects of process development.</li> <li>Supervisor feedback: The systematic course design helped structure years of accumulated knowledge. The exchange forum also allowed for better understanding of process-related issues and facilitated customer feedback integration into the development platform, significantly improving product optimization.</li> </ul>
<b>NEW Digital Transformation: Training Platform Upgrade and Implementation</b>	<ul style="list-style-type: none"> <li>Introduction of a new digital learning system with mobile learning features, enabling employees to access training resources remotely and fostering self-directed learning and personal growth while strengthening talent development across the Company.</li> <li>During the system's initial implementation, a variety of promotional strategies are employed, including marketing campaigns, newsletters, and forum events, to boost platform usage and encourage proactive learning.</li> <li>A large number of new courses are added by integrating internal expert instructors and public resources (e.g., YouTube). The Company also subscribes to learning platforms such as the KONO Libraries to provide richer learning resources.</li> </ul>	<ul style="list-style-type: none"> <li>The system was successfully launched, with a total of 419 digital courses made available, achieving a successful digital transformation in training.</li> <li>At Taiwan plants, events including the "Naming Contest", "Teacher's Day Forum", and "Training Platform Marketing Campaign" were promoted during the three key stages with 10,884 participations, generating strong interest and discussion.</li> <li>The "Training Platform Marketing Campaign" alone attracted 8,250 participations with a total of 6,087 learning hours logged, significantly boosting self-directed learning rates.</li> </ul>



Course Name	Content	2024 Results
<b>NEW</b> Human Rights and DEI Initiatives (Taiwan Plants)	<ul style="list-style-type: none"> <li>2 in-person courses were conducted, "Cross-Cultural Seminar" and "MBTI Team Communication", which explored DEI through diverse topics and equipped participants with knowledge and skills for fostering a friendly workplace. There was a total of 33 participations.</li> <li>Annual required DEI courses—"Global Workplace Trends: Have You Practiced DEI Today?" and "Human Rights Protection and Unconscious Bias"—helped employees understand the core of DEI and foster a bias-free work environment. The completion rate was 100%.</li> <li>A "World Traveler Exhibition" was organized along with a DEI-themed quiz game to raise awareness and sensitivity toward DEI among employees.</li> </ul>	
<b>NEW</b> Women Empowerment Forum (Taiwan Plants)	Female senior executives, middle managers and employees are invited to serve as speakers to share their experiences and professional knowledge. This forum aims to encourage more women to pursue careers in management and technical roles, further strengthening the Company's inclusive culture and sustainable competitiveness.	A total of 19 sessions were held with 604 participations.
<b>NEW</b> Effective Presentation Communication (Taiwan Plants)	A basic presentation training course is designed based on the needs of new employees, focusing on developing skills in structured information gathering, expression, and presentation design to help them better adapt to the workplace.	<ul style="list-style-type: none"> <li>5 courses were conducted with a total of 148 participations and an average satisfaction score of 9.5.</li> <li>Participant feedback: The course was easy to understand and helped trainees grasp key points in presentation layout and how to convey information effectively within a limited time.</li> <li>2 digital courses were developed in alignment with the Company's presentation standards and made available for self-paced learning.</li> </ul>
<b>NEW</b> Gen Z Leadership Program (Wujiang Plants)	To enhance entry-level supervisors' (including team leaders and management trainees) understanding of Gen Z employees, this course integrates games and interactive design to teach innovative management approaches and improve team execution and stability.	<ul style="list-style-type: none"> <li>There were 226 participations in total.</li> <li>Before the course, participants submitted suggested improvement cases from their respective units. After the course, 184 cases were successfully implemented, achieving an improvement rate of 81.4%.</li> </ul>
New Enterprise Apprenticeship Program (Kunshan Plants)	To encourage employees to develop diverse skills and enhance their knowledge and technical capabilities, the Company launched a program aimed at cultivating and reserving multi-skilled technical talent. The program is officially approved by the government, granting qualification to issue vocational skill certificates in three categories: Electronics Dedicated Equipment Installer and Adjuster (Intermediate), Computer Programmer (Advanced), and Draftsman (Intermediate).	The "Draftsman (Intermediate) Skills Class" and "Computer Programmer (Advanced) Skills Class" were conducted with a total of 205 people trained and obtaining vocational skill certificates, resulting in government subsidies of RMB 163,990.
Global Trend Seminars (Taiwan Plants)	<ul style="list-style-type: none"> <li>BU supervisors are invited to share insights on current global trends to help employees better understand the Company's development context, enhance their knowledge of international markets and strategic directions, and improve their information-gathering and application skills.</li> <li>The in-person sessions are digitized and made available on the digital training platform to ensure more employees can flexibly learn and apply the content.</li> </ul>	<ul style="list-style-type: none"> <li>2 sessions were conducted with 97 participations.</li> <li>The seminars shared learnings from the 2023 forward-looking lectures, refining the content for entry-level employees by introducing trend and strategy concepts, using AI tools for strategy simulation and forecasting. This initiative aims to develop trend application, analysis, and decision-making skills among junior and middle management, thereby building a strong succession pipeline.</li> </ul>

► Management Talent Training

Course Name	Content	2024 Results
<b>NEW</b> Team Leader Academy (Taiwan Plants)	<ul style="list-style-type: none"> <li>Jointly organized by HR and the Vice President of the Manufacturing Center, the program integrates theory and practice to strengthen junior managers' management capabilities and enhance team collaboration and operational efficiency.</li> <li>The training focuses on essential professional competencies, core skills, and management abilities required for junior managers, aiming to boost their overall competitiveness.</li> <li>The program equips team leaders to effectively address production line issues, apply management techniques to reduce labor disputes, improve productivity, foster team cohesion, and create a stable and efficient work environment.</li> </ul>	<ul style="list-style-type: none"> <li>12 courses were conducted, covering essential knowledge in manufacturing, quality assurance, engineering, materials, and HR for entry-level supervisors. The program combined problem analysis and resolution strategies, culminating in final presentations showcasing practical solutions for production operations.</li> <li>There were 180 participations in total, with a completion rate of 83% and an average satisfaction score of 9.7.</li> <li>18 junior team leaders and shift supervisors were trained, producing 5 practical case reports for effective application in line management and issue resolution.</li> <li>The course design emphasized hands-on application through case studies, cross-team collaboration, and practical exercises to enhance problem-solving capabilities.</li> <li>Manager feedback: Noted significant improvement in team leaders' presentation skills, data analysis, problem-solving, and cross-team collaboration, elevating the overall quality of junior managers.</li> <li>Participant feedback: I gained proficiency in problem analysis, improved communication and interdepartmental coordination, and developed habits of self-directed learning and growth.</li> </ul>
<b>NEW</b> Supervisor Masterclass (Wujiang Plants)	The program aims to enhance the leadership, financial, and human resource management capabilities of newly promoted supervisors while also fostering experience exchange within the organization to improve overall management quality.	3 in-person courses were conducted and taught by 3 invited supervisors, covering the topics: "Leadership", "Financial Intelligence for New Managers", and "HR Management Secrets for New Managers". There were 190 participations in total.



Course Name	Content	2024 Results
<b>New Leaders on Board (Taiwan and Kunshan Plants)</b>	<ul style="list-style-type: none"> <li>It is designed to help newly appointed department-level supervisors understand their roles and positioning within organizational operations.</li> <li>The program includes seven themed training courses, each developed across three dimensions: “workflow × management skills × practical issues”, aiming to systematically build fundamental management capabilities of supervisors, supporting them to achieve smooth transition.</li> </ul>	<ul style="list-style-type: none"> <li>7 courses were conducted, with a total of 379 participations, an average satisfaction score of 9.7, a 100% post-course task completion rate, and 45% self-assessed improvement in capabilities.</li> <li>A total of 64 new supervisors participated, acquiring key competencies in daily management such as talent selection, development, utilization, and retention. Retention rate of new supervisors: 97% at Taiwan plants and 100% at Kunshan plants.</li> </ul>
<b>Team Leader Training Camp (Kunshan Plants)</b>	<ul style="list-style-type: none"> <li>Courses are conducted in management, general knowledge, production management, and practical application.</li> <li>It is aimed to enhance the overall competency of team leaders, while strengthening corporate cohesion and competitiveness.</li> </ul>	<ul style="list-style-type: none"> <li>2 training camp sessions were conducted for team leaders, with a total of 73 participations.</li> <li>41 successors were successfully trained for production management roles.</li> </ul>
<b>Friendly Workplace Seminar (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>“Creating a Friendly Workplace Starts with You and Me” was designated as a required course for all levels of managers to help them recognize and address workplace misconduct, including inappropriate verbal communication, gender differences, and other compliance responsibilities, aimed at building a friendly work environment.</li> <li>The seminar focuses on training supervisors in employee care sensitivity, using six common day-to-day management scenarios to enhance their response capabilities.</li> </ul>	<ul style="list-style-type: none"> <li>There was a total of 243 participations. The seminar helped supervisors grasp appropriate attitudes and techniques for engaging with team members. For example, avoiding the use of “negative statements” or starting sentences with “why”, and being mindful of facial expressions during communication.</li> <li>2 sessions of “Employee Care Sensitivity Training” were conducted with 69 supervisor attendances. Practical exercises were included to help supervisors develop employee care and emotional support skills, achieving an average satisfaction score of 9.6.</li> </ul>
<b>Innovation and Entrepreneurship Leadership Seminar (Taiwan Plants)</b>	To enhance supervisors’ management competencies in leading internal innovation teams, managers from startup tech companies are invited to share their entrepreneurial experiences, team leadership strategies, and market deployment insights.	2 seminars were conducted, with 123 participations and 246 training hours.
<b>Economic Forecast Analysis Seminar (Taiwan Plants)</b>	To better understand future trends, Taiwan Institute of Economic Research’s Economic Forecast Center was invited to deliver an analysis of the economic outlook for 2025.	1 seminar was conducted, with 157 participations and 314 training hours.

► Professional Talent Training

Course Name	Content	2024 Results
<b>SA8000 Certification Training Program (Taiwan Plants)</b>	In response to customer requirements and to ensure labor rights, workplace safety, and fair treatment, the Company plans to implement the SA8000 Social Accountability Management System Certification in 2025. A series of training courses have been launched to help employees gain a basic understanding of the SA8000 standards and to strengthen their awareness of labor rights, workplace safety, wage fairness, and human rights protection.	<ul style="list-style-type: none"> <li>8 training sessions were conducted with a total of 154 participations.</li> <li>A digital course titled “Understanding SA8000” was developed and is scheduled to become a required course for all employees in 2025, aiming to cultivate company-wide awareness of human rights.</li> </ul>
<b>Automotive Product Capability Training (Taiwan and Wujiang Plants)</b>	Automotive System Certification Course: The course aims to instill a “zero defects” mindset among employees and enhance their understanding of product development, process design, supplier control, automotive standards, and workflows based on customer specifications to improve automotive product quality management.	A total of 34 courses were conducted with 700 participations.
<b>Core Competency Academy (Taiwan Plants)</b>	TISAX Certification Courses: To obtain TISAX certification, Taiwan plants continue with TISAX guidance programs. Consultants were invited to strengthen employees’ understanding of key clauses and to-do lists for each function.	A total of 2 courses and 12 coaching sessions were conducted, with 162 participations. The courses helped employees become familiar with TISAX VDA clauses, master workflow operations, and successfully obtain TISAX certification.
<b>Core Competency Academy (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>A competency map is established as a structural foundation for recruitment and selection, training and development, performance management, and organizational design to cultivate Core talents.</li> <li>The knowledge (K), skills (S), and attitudes (A) required for various job roles (R&amp;D, sales, operations) and hierarchical levels are continuously developed.</li> <li>Employee competency gap analyses are conducted to identify areas for development and enhancement. It enables the Company to develop actionable plans to enhance organizational effectiveness.</li> <li>A blended learning approach combined with digital learning and in-person training is adopted. Post-course action plans are implemented through on-the-job training (OJT), with evaluations carried out by direct supervisors to ensure learning effectiveness.</li> <li>Both internal and external instructor resources are leveraged, with senior internal experts delivering foundational professional knowledge and external instructors introducing key conceptual skills.</li> </ul>	<ul style="list-style-type: none"> <li>182 courses were conducted, with a total of 4,048 participations and an average satisfaction score of 9.5.</li> <li>Aligned training hours with promotion requirements to continually foster a learning-oriented organizational culture.</li> <li>A cross-departmental technical exchange platform as established and incorporated extensive in-class discussions. Feedback from participants indicated that the content could be directly applied to future product design.</li> </ul>
<b>Core Competency Academy—Digital Course (Taiwan and Wujiang Plants)</b>	<ul style="list-style-type: none"> <li>Digital courses are built for the key knowledge (K) required for various job functions (R&amp;D, sales, administration, operations) and across all hierarchical levels.</li> <li>Through one-on-one tutoring sessions led by HR, subject matter experts are trained to become digital course instructors, thereby building a talent pool for the future digital knowledge base.</li> </ul>	<ul style="list-style-type: none"> <li>77 digital courses were conducted.</li> <li>19 new digital course instructors were trained. Their expertise spans R&amp;D, sales, procurement, labor regulations, management skills, and work skills. A total of 16 digital courses were developed.</li> <li>Wujiang plants held one online knowledge competition with 61 participations.</li> </ul>



### ► International Talent Training

Since 2011, Coretronic has made English proficiency a mandatory requirement for promotion, with clearly defining the minimum English test scores required for each job level and category.

Course Name	Content	2024 Results
<b>Basic Vietnamese Class (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>In response to the needs of Vietnam plants, a Basic Vietnamese Class is organized to help employees assigned or traveling to Vietnam master everyday conversations related to dining, shopping, transportation, etc., to accelerate their adaptation to the local environment.</li> <li>The class also aims to cultivate cross-cultural communication and DEI awareness, bridge gaps with local colleagues, build an inclusive workplace, and support business localization.</li> </ul>	<ul style="list-style-type: none"> <li>18-hour in-person courses covering pronunciation, basic grammar, and themed conversations were conducted, enabling participants to gain basic conversational skills.</li> <li>The class adopted a small class format, with 4 participants and an average satisfaction score of 9.8.</li> </ul>
<b>English Speaking Class (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>In response to the needs of senior executives, 70 one-on-one online English-speaking sessions are planned to help participants master business communication skills and apply them in their daily work. The training also enables them to proactively initiate social conversations and establish informal communication channels with international customers.</li> <li>To support the organization's global development goals, 9 themed business English courses are designed for employees in customer-facing roles such as sales personnel, PMs, or PLs. These courses focus on practical business scenarios (e.g., meetings, presentations, quotations) to enhance business reading and communication skills and improve customer relationship management.</li> </ul>	<p><b>【Advanced Speaking Class】</b></p> <ul style="list-style-type: none"> <li>Each weekly session focused on three key pillars: social conversation training (Social Talk), language training, and topic-based business communication skills (Summary). The training aimed to strengthen listening, speaking, reading, and writing abilities.</li> <li>After 9 months, learners showed significant improvements in sentence structure, pronunciation and intonation, expression skills, and social skills. Evaluated on a 5-point scale by native-level business instructors, participants improved from an average of 2.6 before the course to 3.4 after the course, an improvement of 31%.</li> </ul> <p><b>【Business English Speaking Class】</b></p> <ul style="list-style-type: none"> <li>HR conducted observational reviews and random interviews with 15 participants selected by their supervisors to fine-tune course execution and ensure learning effectiveness, with an average satisfaction score of 9.7.</li> <li>The final assessment simulated real work scenarios and evaluated presentation professionalism, verbal fluency, and Q&amp;A performance, with an average score of 92.</li> <li>Participant feedback noted that the course themes were highly relevant to their actual job needs, and direct supervisors observed that learners could apply their improved English skills more fluently in their work.</li> </ul>
<b>Business English Seminar (Taiwan Plants)</b>	<ul style="list-style-type: none"> <li>In response to intensified global competition and the Company's overseas expansion, there is a growing need to enhance communication efficiency with external suppliers, customers, and international partners to maintain market competitiveness.</li> <li>The Company is committed to creating an English-learning environment to help employees systematically acquire practical communication skills. Through hands-on practice in the classroom, employees improve professional expression, confident communication, and negotiation skills, boosting individual competitiveness, enhancing the organization's overall language capabilities, and expanding international perspective.</li> </ul>	<ul style="list-style-type: none"> <li>3 seminars were conducted, with a total of 164 participations and an average satisfaction score of 9.3.</li> <li>Based on pre- and post-course assessments, participants showed an average improvement of 37% in language proficiency.</li> <li>The seminar topics were closely aligned with work needs and incorporated international business etiquette, enhancing the organization's cultural adaptability and inclusiveness in a globalized environment. This enabled employees to present a professional image and foster efficient and harmonious cross-cultural interactions in diverse international workplaces.</li> <li>Key takeaways from the courses were compiled into newsletters and sent to all employees after the seminars, helping reinforce learning and broaden the impact.</li> </ul>

## Youth Empowerment

### ► Summer Internship

- Objective: To allow interns to experience workplace life and develop professional competencies, enabling them to plan their career paths, shorten future workplace adaptation periods, and enhance competitiveness.
- Number of Interns: 15
- Collaboration Channels: The internship program collaborates with "YuanZe Coretronic Academy", "National Taiwan Normal University", and the "Hsinchu County Government's Digital Cross-Field Youth Workplace Program", and includes referrals from employees' children and industry-academia cooperation students through interview-based selection.
- Achievements:
  - The "We RISE! Corporate Culture Camp" was organized. The team-building activities helped interns understand the Company's RISE culture. The average satisfaction score was 4.8 out of 5.
  - A "Effective Presentation Course" was offered to help interns acquire presentation skills and develop the ability to organize information and communicate effectively.
  - Themed "LINE Group Activities" were conducted weekly to build team spirit through various weekly missions.
  - NEW** The "Core Challenger Internship Final Presentation" and "Yuan Ze University Internship Project Competition" were conducted at the end of the program to evaluate internship results. Topics covered key corporate concerned areas including ESG, DEI, and digital transformation. The quality of the presentations received high praise from judges.



### ▶ Hsinchu County Government Digital Cross-Field Youth Workplace Program

- Partner Schools: National Tsing Hua University, National Central University
- Number of Participants: 2 students
- Collaboration Approach: To strengthen inter-school relations and extend industry-academia partnerships, the program aims to anchor the direction and content of future digital youth development initiatives. Mentors appointed by the Company guide the interns through professional knowledge sharing and career consultation, enabling students to gain deeper insights into their fields and the industry while reflecting on their future career plans through mentor experience sharing, ultimately enhancing their competitiveness.

#### 👍 Achievements:

- Both students participated in the Hsinchu County Government's Internship Final Presentation and were awarded "Outstanding Intern" honors (awarded to only 5.2% of participants).
- Both students gave high praise to the Company's internship program, stating that the structured courses helped them better understand their professional fields and future career directions.
- 1 intern officially joined Coretronic's subsidiary after graduation.



### NEW Employee Children's Resume Review Program

Upholding the principle of extending care to employees' families, the Company launched an "Employee Children's Resume Review" program during the summer to support the career development of employees' children. The program aims to help participants improve the completeness, structure, and highlights of their resumes while also providing detailed introductions to various positions within the tech industry to enhance their understanding and aid in career planning. A total of 2 employee children participated, with an average satisfaction score of 4.5 out of 5. Employees expressed that the program offered valuable and diverse career advice for their children and found it highly beneficial.

### NEW Semiconductor (Optoelectronics) Program of National Taipei University of Technology

- Objective: To cultivate students with specialized knowledge and practical skills in the field of optoelectronics
- Number of Participants: 31 students
- Collaboration Approach:
  - Host various corporate seminars and organize a program briefing session
  - Job matching is scheduled for 2025, providing employment pathways for graduating students

### ▶ The 6th "Dream Walkers · Earn Your Future" Program

- Partner Schools: Cheng Shiu University, Feng Chia University
- Number of Participants: 5 students
- Collaboration Approach:
  - Junior students: Each receives a NT\$50,000 scholarship; students from disadvantaged backgrounds receive an additional NT\$50,000 living allowance.
  - Senior students: Each receives a one-year internship opportunity and a NT\$50,000 scholarship.
- One-Year Internship
  - Free dormitory accommodation and a salary above the minimum wage are provided.
  - Interns first join the R&D unit at the Headquarters to learn about product development and design processes, then rotate to the Tainan Plant 2 to gain familiarity with engineering and manufacturing processes.
  - Teachers from schools conduct regular visits, and the Company collaborates with schools to co-design course content, ensuring students' learning aligns with industry needs, fulfilling the goal of "employment upon graduation".
- Achievements
  - 1 intern rotated from the Mechanical R&D Department to R&D Department II, gaining cross-functional knowledge and developing diverse technical skills.
  - 3 senior students interned in the R&D and Engineering departments, serving as RD Engineer Assistants and PE Engineer Assistants.
  - Since the program launched in 2019, 2 selected students had become full-time engineers at the Company after completing their one-year internships, successfully fulfilling the program's objective.

### ▶ Chung Yuan Christian University Electrical Engineering Seminar

- Objective: To expand collaboration opportunities with various departments and schools by hosting info sessions, seminars, and alumni sharing events, providing students in specific majors with exposure to the industry. The program also includes interactive sessions with industry veterans to help students clarify their career direction and reduce confusion before graduation.
- Collaboration Approach:
  - Host a 3-hour sharing seminar
  - Organize a company site visit to help students understand different job functions
- Achievements: A total of 105 students participated. Student feedback indicated they found the session on "Key Subjects Applied in the Workplace Shared by Alumni" particularly insightful and beneficial.

### ▶ Employment Explore Supporting Program for High School Graduates

- Objective: To encourage recent high school graduates to explore and define their life direction through workplace experience, learning, and international exposure.
- Number of Participants: 1 student
- Collaboration Approach: The government provides each participating student with a monthly subsidy of NT\$10,000 to support future education, employment, or entrepreneurship. The Company, in turn, offers formal job positions to students participating in the program.
- Achievements: 1 individual was hired and has been working in the Production Department for 3 years, demonstrating high adaptability and the ability to work independently.



## Performance Review<sup>404-3</sup>

A performance management cycle oriented toward talent development helps identify high-potential employees, focus on their development potential and required skills, and provide diverse opportunities for growth. For employees who do not meet expectations, clear requirements and guidance are provided to effectively improve performance.

### Performance Evaluation System

- Performance evaluations are conducted twice a year to regularly review goal achievement and competency development every six months. Employees are required to have one-on-one performance review meetings with their supervisors to understand their work progress and receive timely guidance and feedback to help them meet annual work goals.
- At Taiwan plants, all employees, except those under probation, on unpaid leave, or under fixed-term contracts, are required to participate. At China plants, all employees, except those under probation, with long-term work injuries, short-term interns, or on unpaid leave, must participate. The Company adopts a performance-based approach and ensures no discrimination based on gender.
- For new hires within their first three months, a probationary evaluation system is in place. For employees whose performance does not meet expectations, a performance improvement plan is implemented to provide support and ensure the employee understands where performance falls short and what needs to be improved, thereby helping them enhance their work performance.

### Diverse Feedback Evaluation Mechanism

- Employee Self-Evaluation: Employees assess their own goal achievement and competency performance, provide their feedback, participate in a performance review meeting with their supervisor, and set future personal work goals based on departmental objectives while confirming the competencies recommended by the supervisor.
- Supervisor Evaluation: Supervisors recommend appropriate competency indicators for subordinates, assign multiple evaluators, assess the subordinates' goal completion and competency performance, provide comments, hold performance review meetings, and discuss and set future work goals with the employees.
- Multi-rater Evaluation: Employees participating in multi-rater evaluations assess designated competency indicators. The results serve as a reference for the supervisor's evaluation.
- Agile Communication: At Kunshan plants, cross-functional Lean Project teams have been established within the existing organizational structure to enhance technical development and process innovation, improve interdepartmental collaboration efficiency, and strengthen both the Company's and employees' professional depth and cross-functional communication capabilities. In 2024, under the theme "Smart Manufacturing, Simplification, and Strengthening Core Skills", 7 Lean Project teams were formed with specific goals. Monthly progress evaluations were conducted, and a year-end achievement presentation was held to assess each team's performance, with project bonuses awarded based on the evaluation results to effectively promote cross-functional teamwork.

### Proportion of Employees Receiving Performance Evaluations

Region	Gender	Job Level <sup>1</sup>					Job Category				
		Senior Executive	Middle Manager	Junior Manager	Non-management Personnel	Total	R&D	Sales	Administration	Production	Total
Taiwan	Male	85%	98%	99%	99%	98%	99%	96%	96%	97%	98%
	Female	86%	103%	98%	98%	98%	100%	94%	97%	99%	98%
	<b>Total</b>	<b>85%</b>	<b>99%</b>	<b>99%</b>	<b>98%</b>	<b>98%</b>	<b>99%</b>	<b>95%</b>	<b>97%</b>	<b>98%</b>	<b>98%</b>
China	Male	100%	100%	100%	94%	95%	99%	95%	99%	95%	95%
	Female	No Personnel	100%	100%	97%	97%	98%	99%	100%	97%	97%
	<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>96%</b>	<b>96%</b>	<b>99%</b>	<b>98%</b>	<b>100%</b>	<b>95%</b>	<b>96%</b>

1: Chairman, president, business group, sub-business group, business division, and independent center supervisors are senior executives; center and division-level supervisors are middle managers; department-level and section-level managers are junior managers; other employees are non-management personnel.

2: The above percentages are calculated by dividing the total number of employees who participated in the year-end performance evaluation by the total number of employees at Taiwan and China plants.

## 06

- 6.1 Human Resources Overview
- 6.2 Human Rights Management
- 6.3 Compensation and Benefits
- 6.4 Communication Channels
- 6.5 Talent Cultivation
- 6.6 Health Care
- 6.7 Safe Working Environment

**Material Topic**  
Occupational Health and Safety

**GRI Topic**  
Occupational Health and Safety



## 6.6 Health Care<sup>3-3</sup>

### Topic Boundary

Coretronic's Taiwan and China plants (Kunshan plants and Wujiang plants), and contractors

### Topic Importance

Providing employees with a safe working environment and maintaining their physical and mental well-being enables them to work with peace of mind and achieve outstanding performance.

### Strategy

Comply with international occupational health and safety management systems, continuously promote health initiatives, reduce risks of occupational injuries and illnesses, and create a safe and healthy workplace environment.

### Operating Mechanism

- The Safety and Environment Division sets and plans annual goals, budgets, and plans. These are submitted to the Occupational Safety and Health Committee for approval, and strategies are executed through the ISO 45001-certified occupational health and safety management system.
- The Health Management Department implements protective health measures based on employee health issues and needs. It also establishes an annual health promotion plan and organizes diverse health promotion activities to enhance disease prevention capabilities.

### Performance

- 100% passing rate for ISO 45001 Occupational Health and Safety Management System certification
- Annual review of incidents with 100% implementation of preventive and corrective actions
- 20,609 participations in occupational health and safety education and training, totaling 105,713 training hours
- Conducted 58 emergency response and fire drills, with 10,347 participations and 10,980 training hours
- Number of occupational injury cases (excluding traffic accidents): 5 cases at Taiwan plants and 5 cases in China plants
- Number of contractor occupational injury cases (excluding traffic accidents): 0 cases at both Taiwan and China plants
- Held 113 health promotion activities with a total of 4,774 participations
- Awarded "AED Safe Place" certification
- Received the "Corporate Healthy Responsibility (CHR)"—Silver Award
- Received the "Smokefree and Health Promotion Workplace" recognition from the Hsinchu City government
- Received the "Badge of Accredited Healthy Workplace—Health Promotion" from the Ministry of Health and Welfare

### Targets

- 2025: Pass ISO 45001:2018 Occupational Safety and Health Management System certification, number of occupational injuries at Taiwan plants less than 5 cases/China plants less than 10 cases, number of occupational injuries for contractors 0 cases; Taiwan plants promote the Happy Aging Project, implement Age-Appropriate Work Plans for middle-aged and elderly, increase health screening items, conduct risk assessments and provide health guidance, physician consultation, and health promotion measures based on the results/China plants hold at least 8 health promotion activities and hire professional doctors to provide medical consultation services
- 2026~2027: Pass ISO 45001:2018 Occupational Safety and Health Management System certification, number of occupational injuries at Taiwan plants less than 4 cases/China plants less than 10 cases, number of occupational injuries for contractors 0 cases; Taiwan plants actively hold diverse health promotion activities, adopt e-health management, and also hope to extend good health behaviors to employees' families/China plants hold at least 10 health promotion activities and hire professional doctors to provide medical consultation service

“Employee health” is a vital foundation for the Company’s sustainable development. A healthy workplace environment not only enhances employee productivity, morale, and satisfaction, but also effectively reduces workplace injuries and health risks, thereby improving the Company’s overall productivity and competitiveness. Coretronic aims for its employees to enjoy both physical and mental well-being as well as a joyful life. With the support of senior executives and employees, the health management team actively promotes various health initiatives, such as weight loss programs, metabolic syndrome prevention, and first aid training, to foster a friendly and health-conscious workplace.

## Comprehensive Health Management<sup>403-3</sup>

### Annual Health Examination

- Taiwan plants: The Company conducts annual health examination at a frequency exceeding regulatory requirements. In addition to legally required items, employees receive free screenings such as abdominal ultrasound, non-contact tonometry (eye pressure test), uric acid, alpha-fetoprotein (for liver cancer), and fecal occult blood tests. In 2024, the examination participation rate reached 99%. During the annual examination, employees are also given a “Personal and Work Fatigue Scale” to assess mental health. Based on the results, those with high work-related stress are invited to consult with medical staff for stress and overload evaluations. Employees with abnormal findings in certain items are immediately notified and assisted with referrals for early diagnosis and treatment, demonstrating the Company’s strong commitment to employee health.
- Wujiang plants: In compliance with RBA requirements, annual health examination was conducted for special operation personnel (e.g., forklift operators, electricians, low-voltage technicians). A total of 47 individuals were examined in 2024, and no occupational contraindications were found.

### Annual Special Operation Health Examination

- Taiwan plants: Tests included exposure to noise, ionizing radiation, lead, n-hexane, dust, cadmium, and nickel. All 72 required employees were examined, achieving a 100% participation rate. In 2024, one employee was classified at noise exposure Level 4. After consultation with an occupational medicine specialist, it was determined that the condition resulted from prior work in metal fabrication before joining the Company. Since no deterioration was observed compared to the 2023 examination, no further hospital follow-up was required. The employee will continue annual monitoring and adhere to hearing protection protocols.
- China plants: Health examination is arranged pre-employment, during employment, and before resignation for employees potentially exposed to hazardous substances. Tests covered exposure to dust, tin dioxide, methyl methacrylate, ethyl acetate, n-hexane, trichloroethylene, n-heptane, cyclohexane, benzene, isopropyl alcohol, noise, copper dust, power-frequency electric fields, acrylic acid, laser radiation, XY external radiation, anhydrous ethanol, and ethanolamine. All 279 required personnel were examined, achieving a 100% participation rate. Employees with abnormal results are scheduled for follow-up testing. If abnormalities persist after two consecutive tests, they are classified as having an occupational contraindication and will be reassigned internally to avoid continued exposure. In 2024, 1 employee at Kunshan plants was reassigned due to abnormal results, while no reassignment was needed at Wujiang plants.

## Health Protection<sup>403-3, 403-10</sup>

In line with the Occupational Safety and Health Act’s emerging workplace health issues, Coretronic collaborates with occupational safety personnel and occupational disease specialists to implement four major programs for managing labor’s physical and mental health. These programs cover hazard identification, risk assessment and control, and effectiveness evaluation, aiming to effectively reduce employees’ exposure to hazards and the risk of occupational diseases. For Taiwan plants, the Company has developed operational guidelines and related measures focused on maternal health, ergonomics, abnormal workload, and suitable work for middle-aged and elderly labor.

No occupational disease cases occurred in 2024.



### Maternal Health Protection

- Conducted workplace hazard assessments and arranged physician interviews and guidance for 13 pregnant and postpartum employees
- Provide a comfortable lactation room, designated indoor parking spaces, and priority dining rights
- Regularly hold cancer screening activities for women



### Prevention of Abnormal Workloads

- Daily work hour reminders and overtime control
- Conduct annual overwork questionnaire survey
- Arranged physician consultations for 14 employees who work overload, and provided medical referrals for those with cardiovascular diseases



### Prevention of Human Factor Hazards

- Conduct annual musculoskeletal symptom survey
- Arranged occupational physician interviews and guidance for 15 high-risk employees
- Conduct on-site workplace visits as needed



### Middle-aged and Elderly Work Suitability Assessment

- Conduct work ability assessments for middle-aged and older employees
- Performed health screenings and personal health risk assessments for 29 middle-aged and older employees and arranged on-site physician interviews and guidance
- Conduct health seminars on middle-aged and elderly health

## Health Promotion<sup>403-6</sup>

113 health activity sessions with 4,774 participations



The scope of health promotion planning encompasses both the physical and mental health needs of employees. Based on the results of annual health examination, the Health Management Department formulates and implements a yearly health promotion plan, which includes middle-aged and elderly care, weight management activities, first aid training, cancer screenings, and health seminars. These initiatives aim to raise health awareness among employees and foster a healthy, energetic, and comfortable workplace.

### “Wisdom Generation” Friendly Workplace Program NEW

- Health Risk Assessment
  - Free annual electrocardiogram (ECG) examinations are provided to all employees aged 45 and above. Health education and medical referrals are arranged for those with high blood pressure or abnormal ECG results.
  - Employees are invited annually to complete self-perceived health and fatigue questionnaires. Cardiovascular disease risk assessments are also conducted during annual health examination.
  - In 2023, a total of 578 employees completed the health risk assessment. In 2024, 29 employees identified as high-risk based on questionnaire results were separately scheduled for health consultations with physicians to receive personalized health advice, job suitability evaluations, and medical referral assistance.
- Free Painless Gastrointestinal Endoscopy Screenings: A total of 270 employees completed screenings, with NT\$4.05 million invested in the initiative.
- Themed activities such as “The Secret to Ageless Skin” and “EMO Classroom—Sharpen Your Mind, Enjoy Life” were conducted, with 145 participations and an average satisfaction score of 97 (out of 100).



### “2024 Fat-Burning Strategy”—Burn Fat Easily with Proper Diet and at-Home Workouts!

- Taiwan plants: Based on the previous year’s health examination results, 50% of employees were found to have abnormal BMI. As overweight individuals are more prone to chronic diseases, the “2024 Fat-Burning Strategy” was launched. Nutritionists were invited to provide body composition and dietary analysis and to develop personalized dietary plans. Incentives were also offered. A total of 247 participants joined and lost 584.6 kg collectively. The average satisfaction score was 9.8 (out of 10).
- Kunshan plants: A one-month fat-reduction campaign was held, inviting employees to form teams by department. Teammates encouraged each other to exercise regularly in pursuit of final victory. A total of 101 participants joined and lost 303 kg, with an average satisfaction score of 10 (out of 10).



### “Emotional and Mental Wellness” Courses NEW

- “EMO Classroom—Understanding Mania and Depression”: To help employees recognize the meaning and value behind different negative emotions, Taiwan plants invited a psychiatrist to give a talk on-site. The session covered topics such as the symptoms of bipolar disorder, how to distinguish between depression and bipolar disorder, treatment-related medications, and available counseling resources. It aimed to help employees build correct mental health awareness. A total of 89 participants attended, with an average satisfaction score of 9.8 (out of 10).
- “The Power of a Calm Mind”: To help employees face stress with composure, Taiwan plants invited an external lecturer to present on topics including stress index awareness, identifying sources of stress, how stress impacts health, and the connection between stress and obesity. The course supported employees in stress reduction and in maintaining work-life balance. A total of 89 participants attended, with an average satisfaction score of 9.8 (out of 10).

## 6.7 Safe Working Environment

Employees are the key driving force behind the Company's continuous innovation and sustainable development. Therefore, it is the Company's responsibility to provide a safe working environment. Coretronic takes "building a safe and healthy workplace" and "zero occupational accidents" as the management goals of a safe working environment, with the aim of ensuring that all Coretronic employees and workers can perform their duties in a healthy and safe environment.

### Occupational Safety and Health Management System<sup>403-1, 403-2, 403-7, 403-8</sup>

Coretronic fully institutionalizes environmental safety and health management regulations for employees and workers to follow, formulates the [Occupational Safety and Health Policy](#), regularly reviews safety and health performance. The Company also strengthens personnel education and training and implements risk management and regular on-site inspections to ensure the safety of the work environment. In 2024, the internal and external verification scope of the occupational health and safety management system covers the number of employees and workers reported in the "Occupational Accident Management".

In addition to implementing and introducing hazard prevention measures and related management regulations by national laws and regulations and the nature of different workplaces, the top supervisor establishes a safety and health organization and an Occupational Safety and Health Committee. Occupational safety and health personnel in each plant are responsible for the third-party certification (ISO 45001) inspection of the occupational safety and health management system. The certification passing rate of Taiwan plants, Wujiang plants, and Coretronic Projection (Kunshan)<sup>1</sup> is 100%. Under the ISO 45001 management system, internal audits<sup>2</sup> covered 4,030 employees and 502 non-employees, achieving a 100% audit coverage rate. External audits covered 3,937 employees and 444 non-employees, with coverage rate of 98% and 88% respectively. Taiwan plants have also simultaneously obtained the CNS 45001 certificate. It is hoped that by implementing the work plans of each management cycle, the purpose of continuous improvement can be achieved, the occurrence of occupational accidents can be reduced, and the safety and health of all employees and stakeholders can be ensured.

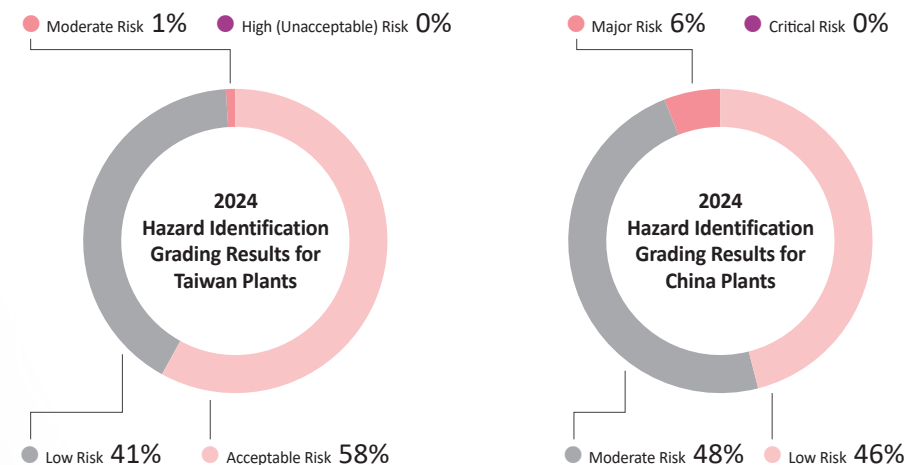
1: Coretronic Optics (Kunshan) is the upstream supplier of Coretronic Projection (Kunshan), and their work environment safety systems are jointly managed. In the future, it will pass the ISO 45001 certification according to customer needs.

2: Employee and worker numbers cited in this section are rounded averages from January to December 2024; for Taiwan plants, they are based on reported occupational accident statistics from January to December 2024; those for China plants, they are based on HR system data.

### Occupational Safety Risk Management<sup>403-2</sup>

Coretronic has established hazard identification and risk assessment operation specifications, and the management unit promotes each department to regularly review and revise hazard identification and risk assessment data every year. Before manufacturing process, equipment, raw materials, and working environment are changed, hazard identification is conducted according to chemical, physical, ergonomic, biological, and other safety and health (including social and psychological) hazards, and personnel related to the implementation of hazard identification and risk assessment are required to receive at least three hours of risk assessment related training. Each department classifies different work environments, equipment or manufacturing processes, conducts job and operation inspections according to possible hazards, and cooperates with the operation process of each department to expand and fill in each operation step in the "Hazard Identification and Risk Assessment Form". Based on the severity and probability, the risk level is converted, and risk control is judged and adopted. For the higher risk hazard factors of each plant in the year, improvement plans are formulated and continuous improvement is carried out to provide employees and workers with a good work safety environment. If a major occupational accident occurs, it will be listed as a high-risk level and risk control will be carried out. In 2024, Taiwan and China plants have all completed risk assessments for various operations, with no unacceptable risks or critical risks.

Referring to the local government occupational safety and health regulations in Taiwan and China, when there is an immediate danger in the workplace, the employer or the person in charge of the workplace needs to stop the operation and have employees evacuate to a safe place. If employees believe that the duties they perform have potential hazard risks, they can stop the operation and evacuate to a safe place on their own without endangering the safety of other workers, and immediately report to their direct supervisor. For employees who actively report and evacuate due to occupational safety hazard concerns, it is stated in the relevant operation specifications that they will not be punished.



## Occupational Safety and Health Organization<sup>403-4, 403-7</sup>

Coretronic's Taiwan and China plants have occupational safety and health management units responsible for planning, supervising, and promoting labor safety and health related business. To smoothly promote and implement safety and health work, the PDCA management mechanism is used to continuously improve the risks of personnel, equipment, and environment, enhance employees' self-safety awareness, and jointly achieve the goal of zero accidents.

### Occupational Safety and Health Performance Indicators

- |  |  |  |
|--|--|--|
| <ul style="list-style-type: none"> <li>Occupational safety and health accident/incident investigation</li> <li>Occupational accidents severity</li> <li>Environmental, safety and health (ESH) audit deficiencies or suggestions</li> <li>ESH management plan implementation tracking</li> <li>Internal and external communication and transmission</li> </ul> | <ul style="list-style-type: none"> <li>Compliance with chemical management</li> <li>Compliance with change management</li> <li>Compliance with waste management</li> <li>Compliance with health management</li> <li>Corrective, preventive and improvement measure tracking</li> </ul> | <ul style="list-style-type: none"> <li>Compliance with ESH certifications</li> <li>Status of self-inspection implementation</li> <li>Participation in ESH education and training</li> <li>Compliance with contractor environmental safety and health management</li> </ul> |
|--|--|--|

## Occupational Safety Consultation, Participation, and Communication<sup>403-4</sup>

To foster a safe and comfortable environment and promote communication between labor and management, Coretronic's Taiwan plants regularly convene "Occupational Safety and Health Committee" meetings, and China plants also regularly hold "Occupational Health Management Committee" and "Safety Regular Meetings". The committee members are composed of supervisors at all levels, safety and health personnel, and labor representatives. Their responsibilities are to put forward suggestions on the Company's [Occupational Safety and Health Policy](#), and to review, coordinate, and suggest safety and health related matters. Meetings are held quarterly to jointly decide on the planning and operation of the safety and health system, and the results are announced in paper or electronic form. All employees are encouraged to put forward occupational safety related suggestions through the "Environmental, Safety and Health (ESH) Opinion Platform", and the management unit actively assists upon receiving notification, and the suggester will not be punished; contractors communicate occupational safety issues through the annual agreement organization meeting for advocacy, consultation, and communication. In 2024, Taiwan and China plants held a total of 24 Occupational Safety and Health Committee meetings and 67 contractor agreement organization meetings. There were no occupational safety-related disputes in 2024.

The proportion of labor representatives at the 2024 Occupational Safety and Health Committee meetings for each plant		Taiwan				China	
Matters promoted for discussion and consultation	Meeting frequency	Quarterly				Quarterly	
	Plants	Headquarters	Chunan Plant	Tainan Plant 1	Tainan Plant 2	Kunshan Plants	Wujiang Plants
<ul style="list-style-type: none"> <li>Continue to promote a safe working environment and prevent occupational accidents</li> </ul>	Number of labor representatives	5	10	8	3	4	6
<ul style="list-style-type: none"> <li>Continue to promote energy conservation, carbon reduction, and industrial waste reduction in the plant</li> </ul>	Total number of committee members	12	23	22	9	17	17
<ul style="list-style-type: none"> <li>Regularly conduct education and training to enhance employee safety and health awareness</li> </ul>	Proportion	42%	43%	36%	33%	24%	35%
<ul style="list-style-type: none"> <li>Continue to promote environmental safety audits</li> </ul>							
<ul style="list-style-type: none"> <li>Management review to ensure the effective operation of the ESH management system</li> </ul>							

## Occupational Safety and Health Education and Training<sup>403-5, 403-7</sup>

To ensure that all employees are well-informed about occupational safety and health regulations and the Company's safety management systems, Coretronic has established the ESH education and training operating procedures. In compliance with regulatory requirements and job-specific needs, the Company provides safety and health training courses to strengthen employees' safety awareness. In 2024, the Taiwan and China plants delivered education and training sessions on occupational safety and health, with 20,609 participations and 105,713 training hours in total. On-the-job safety and health education and training includes programs for occupational safety and health business supervisors, occupational safety and health management personnel, hazardous operations supervisors, fire management personnel, and Occupational Safety and Health Committee members, as well as the legally required refresher courses for employees, and the annual onboarding training for contractors.

2024 Training Results		
Training Item	Taiwan	China
Occupational Safety Training for New Employees (participants)	307	3,335
Annual Fire/Civil Defense Team Training (participations)	378	5,888
Occupational Safety and Health On- the-job Training (participations)	3,196	6,951
Annual Contractor Onboarding Training (participants)	492	62
<b>Total Training Participations</b>	<b>4,373</b>	<b>16,236</b>
<b>Total Training Hours</b>	<b>7,704</b>	<b>98,009</b>

## Disaster Response Drills<sup>403-5, 403-7</sup>

To strengthen employees' disaster preparedness and enhance the crisis awareness and emergency response capabilities of emergency response teams, Coretronic not only regularly reviews its emergency response plans but also conducts routine in-plant fire drills in collaboration with the fire department. Practical training sessions are used to reinforce employees' ability to handle emergencies. In 2024, a total of 58 disaster response and fire drills were conducted, with 10,347 participations (including contractors). The total training hours amounted to 10,980 hours.



## Occupational Accident Management<sup>403-2, 403-7, 403-9</sup>

- Based on the results of the annual material topic, Coretronic sets "reducing the number of occupational injuries" as the goal of "Occupational Health and Safety", and implements related actions. To reduce the incidence of occupational accidents, the Company has implemented a systematic approach to managing occupational accident risks. In addition to establishing the Occupational Injury and Accident Management Operation Specifications, the Company has set up a platform for "Accident Report/Personnel Occupational Injury/ESH Anomaly Incident Handling Record" to document and track the causes of incidents and the corresponding corrective actions. Whenever an occupational injury occurs, the relevant hazard factors are re-assessed and risks re-evaluated to strengthen preventive measures. Regular internal inspections and adherence to accident management specifications and reporting systems ensure thorough analysis and continual improvement of workplace safety.
- At Taiwan plants, there were 5 close calls and 5 occupational injury accidents (excluding traffic accidents) in 2024. These included 4 cases of employees tripping while walking and 1 case of a muscle strain due to improper lifting posture. All cases underwent incident analysis, followed by corrective and preventive actions such as safety awareness campaigns and training on walking, stair usage, and lifting techniques to raise individual safety awareness and reduce recurrence.
- From March 27, 2019, to December 31, 2024, the Chunan Plant averaged 295 monthly participants in the Industrial Safety and Health Association's autonomous safety and health management campaign—"Zero Accident Hours Record Activity". As of the end of 2024, the plant had accumulated 3,236,072 hours without a recorded workplace injury. The plant will continue striving toward its goal of "zero workplace accidents", maintaining a safe work environment.
- At China plants, there were 6 close calls and 5 occupational injury accidents (excluding traffic accidents) in 2024. These included 1 fall, 2 cuts, and 1 sprain case at Wujiang plants, and 1 fall case at Kunshan plants. All incidents were thoroughly investigated and followed up with safety awareness campaigns, successfully meeting 2024 targets. To further reduce workplace injuries, Wujiang plants enhanced safety training and awareness on automated production equipment operations, strengthened 75 practices and conducted regular safety inspections. Kunshan plants focused on promoting safe stair use and discouraging mobile phone use while walking to prevent accidents.

**Annual Work-related Injuries Records of Employees<sup>5</sup>**

Region	Taiwan <sup>6</sup>				China <sup>6</sup>			
	Item/Year	2021	2022	2023	2024	2021	2022	2023
Total Working Hours	2,896,536	3,019,048	3,018,456	2,913,152	8,167,136	9,153,560	6,062,224	5,255,704
Rate of Fatalities as a Result of Work-Related Injury <sup>1</sup>	0	0	0	0	0	0	0	0
Number of High-Consequence Work-Related Injuries (excluding fatalities) <sup>2</sup>	0	0	0	0	13	11	2	5
Rate of High-Consequence Work-Related Injuries (excluding fatalities) <sup>2</sup>	0	0	0	0	1.6	1.2	0.3	1.0
Lost Workdays Due to Disabling Injuries	0	5	3	35	365	691	66	216
Number of Recordable Work-Related Injuries <sup>3</sup>	2	8	7	10	13	14	8	11
Rate of Recordable Work-Related Injuries <sup>3</sup>	0.7	2.6	2.3	3.4	1.6	1.5	1.3	2.1
Lost-Time Injury Frequency Rate <sup>4</sup>	0	0.3	0.3	1.7	1.6	1.5	1.3	2.1

1. Rate of fatalities as a result of work-related injury: Calculated as (Number of fatalities as a result of work-related injury/Total working hours) × 1,000,000.

2. Rate of high-consequence work-related injuries (excluding fatalities): Calculated as (Number of high-consequence work-related injuries (excluding fatalities)/Total working hours) × 1,000,000. "High-consequence work-related injuries" refer to incidents classified as major accidents according to the "Occupational Injury and Accident Management Operation Guidelines".

3. Rate of recordable work-related injuries: Calculated as (Number of recordable work-related injuries/Total working hours) × 1,000,000. At Taiwan plants, "recordable work-related injuries" include cases that must be reported as per the Occupational Safety and Health Administration's announcements, encompassing both occupational injuries and close calls. At China plants, the figures are recorded based on company regulations.

4. Lost-Time Injury Frequency Rate = number of lost-time injuries/total hours worked in accounting period × 1,000,000

5. Employee Numbers and Working Hours Statistics: The number of employees is based on the average number from January to December 2024, rounded to the nearest whole number. For Taiwan plants, calculations are based on occupational injury reporting data from January to December 2024. For China plants, calculations are based on data from the human resources system. In 2024, the total number of employees was 4,030.

6. From 2021 to 2023, Taiwan plants include Coretronic (Headquarters, Chunan Plant, Tainan Plant 1, and Tainan Plant 2); China plants include Kunshan plants (Coretronic Projection (Kunshan), Coretronic Optics (Kunshan)) and Wujiang plants (Coretronic Display (Suzhou), Coretronic Optotech (Suzhou), and Coretronic Optics (Suzhou)). In 2024, Taiwan plants include Coretronic (Headquarters, Chunan Plant, Tainan Plant 1, and Tainan Plant 2); China plants include Kunshan plants (Coretronic Projection (Kunshan), Coretronic Optics (Kunshan)) and Wujiang plants (Coretronic Optotech (Suzhou), and Coretronic Optics (Suzhou)).

**Annual Work-related Injuries Records of Non-Employee Workers<sup>5</sup>**

Region	Taiwan <sup>6</sup>				China <sup>6</sup>			
	Item/Year	2021	2022	2023	2024	2021	2022	2023
Total Working Hours	196,664	435,944	181,528	244,016	8,226,264	2,971,928	880,160	775,184
Rate of Fatalities as a Result of Work-Related Injury <sup>1</sup>	0	0	0	0	0	0	0	0
Number of High-Consequence Work-Related Injuries (excluding fatalities) <sup>2</sup>	0	0	0	0	0	0	0	0
Rate of High-Consequence Work-Related Injuries (excluding fatalities) <sup>2</sup>	0	0	0	0	0	0	0	0
Lost Workdays Due to Disabling Injuries	0	0	0	0	0	0	0	0
Number of Recordable Work-Related Injuries <sup>3</sup>	0	0	0	0	0	0	0	0
Rate of Recordable Work-Related Injuries <sup>3</sup>	0	0	0	0	0	0	0	0
Lost-Time Injury Frequency Rate <sup>4</sup>	0	0	0	0	0	0	0	0

1. Rate of fatalities as a result of work-related injury: Calculated as (Number of fatalities as a result of work-related injury/Total working hours) × 1,000,000.

2. Rate of high-consequence work-related injuries (excluding fatalities): Calculated as (Number of high-consequence work-related injuries (excluding fatalities)/Total working hours) × 1,000,000. "High-consequence work-related injuries" refer to incidents classified as major accidents according to the "Occupational Injury and Accident Management Operation Guidelines".

3. Rate of recordable work-related injuries: Calculated as (Number of recordable work-related injuries/Total working hours) × 1,000,000. At Taiwan plants, "recordable work-related injuries" include cases that must be reported as per the Occupational Safety and Health Administration's announcements, encompassing both occupational injuries and close calls. At China plants, the figures are recorded based on company regulations.

4. Lost-Time Injury Frequency Rate = number of lost-time injuries/total hours worked in accounting period × 1,000,000

5. Non-Employee Worker Numbers and Working Hours Statistics: The number of employees is based on the average number from January to December 2024, rounded to the nearest whole number. For Taiwan plants, calculations are based on occupational injury reporting data from January to December 2024. For China plants, calculations are based on data from the human resources system. In 2024, the total number of non-employees workers was 502.

6. From 2021 to 2023, Taiwan plants include Coretronic (Headquarters, Chunan Plant, Tainan Plant 1, and Tainan Plant 2); China plants include Kunshan plants (Coretronic Projection (Kunshan), Coretronic Optics (Kunshan)) and Wujiang plants (Coretronic Display (Suzhou), Coretronic Optotech (Suzhou), and Coretronic Optics (Suzhou)). In 2024, Taiwan plants include Coretronic (Headquarters, Chunan Plant, Tainan Plant 1, and Tainan Plant 2); China plants include Kunshan plants (Coretronic Projection (Kunshan), Coretronic Optics (Kunshan)) and Wujiang plants (Coretronic Optotech (Suzhou), and Coretronic Optics (Suzhou)).

## Contractor Management<sup>403-7</sup>

In addition to employees, contractors are also important partners of Coretronic. To safeguard the health of its partners, ensure facility safety, and concretely fulfill Coretronic's commitment to workplace health and safety, Taiwan plants have established clear operational procedures for supplier and contractor management. Regular contractor evaluations are conducted to ensure compliance with on-site regulations. The Company also places great emphasis on communication and hazard notification for non-employee workers. All contractors are required to participate in a "Contractor Workplace Hazard Notification and Agreement Meeting" before entering the plant, and all construction personnel must complete Coretronic's "Contractor ESH Education and Training". Furthermore, construction applications and the management of pre-, mid-, and post-construction stages are effectively controlled through a digital construction application system.

Through the effective implementation of contractor safety and health management, Taiwan plants have achieved **zero** contractor incidents for 10 consecutive years (2015~2024), and China plants have maintained **zero** contractor incidents for 3 consecutive years (2022~2024).



### ▲ Operational Procedures for Supplier and Contractor Management

Chapter

# 07

## Social Engagement

- 7.1 Public Welfare Concerns
- 7.2 Eliminating the Digital Divide  
—Light Pioneer
- 7.3 Pursuing Educational Equality  
—Dream Walkers
- 7.4 Caring for the Solitary Elderly  
—Elderly Smile
- 7.5 Coretronic Culture and Arts  
Foundation

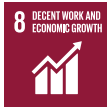


Vision ▶

Plans ▶

Performance ▶

2025 Goals



Firefly Volunteer Team  
Proposal Department

✓ Light Wishes for the Rurals

✓ Farm the Hopes

✓ Love Followers

✓ Light Pioneer

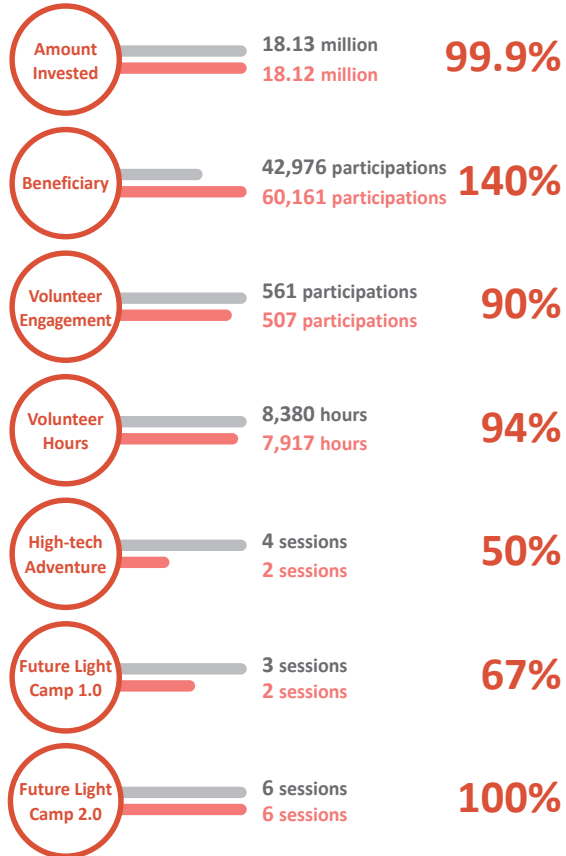
✓ Dream Walkers

✓ Elderly Smile

Indicator

Achievement Rate

2024 Goals 2024 Performance



1 session of High-tech Adventure



2 sessions of Future Light Camp 1.0



6 sessions of Future Light Camp 2.0



3 sessions of Future Light Camp 3.0



Sponsor specialized school teams



Meal delivery and medical services for the elderly



Scholarships



Co-organized community involvement projects with customers/suppliers

- Awarded the TCSA “Social Inclusion Leadership Award” for the fifth time
- Awarded APSAA for “SDG 3: Good Health and Well-being” —Gold
- Received a total of NT\$2.975 million in funding from the Ministry of Education under the “Higher Education SPROUT Project—Promoting University Social Responsibility Practice Base” for five consecutive years
- Won “2024 Buying Power—The New Product and Service of Social Innovation Purchase Reward Program” Third Prize by Small and Medium Enterprise Administration, Ministry of Economic Affairs



## 07

## 7.1 Public Welfare Concerns

## 7.1 Public Welfare Concerns

7.2 Eliminating the Digital Divide—Light Pioneer

7.3 Pursuing Educational Equality—Dream Walkers

7.4 Caring for the Solitary Elderly—Elderly Smile

7.5 Coretronic Culture and Arts Foundation

Since 2011, the “Light Wishes for the Rural”, “Farm the Hopes”, and “Love Followers” programs have been launched successively, providing long-term care for underprivileged groups in remote areas of Miaoli, Hsinchu, Nantou, Hualien, and Pingtung. Additionally, Coretronic actively collaborates with social enterprises, regularly purchasing organic agricultural products from local smallholders for stakeholders. This not only supports their health but also helps improve farmers’ livelihoods.

## 2011~2024 【Public Welfare Concerns】 Achievements



## 2024 Fulfill Kids' Dreams on Children's Day

For 10 consecutive years, the Company has held the “Fulfill Kids' Dreams on Children's Day” charity event to celebrate the holiday with children from remote areas through various meaningful activities.

This year, the Company re-evaluated and selected schools in Miaoli County with higher proportions of economically disadvantaged students or schools the Company hasn't visited for a long time. Based on the specific needs of students in different grade levels, the Company carefully prepared customized stationery sets and popcorn, which were either hand-delivered or mailed by the Firefly Volunteer Team to the following schools: Tongxiao Township—Zuntou Elementary School, Nanzhuang Township—Penglai Elementary School and Kindergarten, Donghe Elementary School and Kindergarten, Dahu Township—Dong-Sing Elementary School and Kindergarten, Zaoqiao Township—Tanwen Elementary School and Kindergarten, Tai'an Township—Tai'an Junior High, Elementary School and Kindergarten, Meiyuan Elementary School and Kindergarten, Siangbi Elementary School and Kindergarten. Altogether, **438** children celebrated Children's Day with us. Coretronic hopes these gifts will support their learning and growth, encouraging them to bravely pursue their dreams and turn them into reality.



### 2024 Exchange Love and Warmth on Xmas

For the 11th consecutive year, the Company organized the “Exchange Love and Warmth on Xmas” fundraising event, inviting employees to prepare thoughtful Christmas presents for children in remote areas. This year, donations reached a record high of approximately **NT\$629,000**, all of which were used to purchase both practical and stylish sports backpacks, super cute and warm blankets, and delicious, visually appealing popcorn for **686** children. Donating colleagues and members of the Firefly Volunteer Team hand-delivered or mailed the heartfelt gifts and warm wishes to the following **14** schools: Jianshi Township, Hsinchu County—Xiuluan Elementary School and Kindergarten, Tianpu Branch of Xiuluan Elementary School and Kindergarten, Yixing Branch of Jiaying Elementary School, Mekarang Elementary School, Tai’an Township, Miaoli County—Shilin Elementary School and Kindergarten, Fuli Township, Hualien County—Ming-Li Elementary School and Kindergarten, Yongfeng Elementary School and Kindergarten, and Wan—Ning Elementary School, Xiulin Township—He-Ping Elementary School and Kindergarten, Jingmei Elementary School, Zhuoxi Township—TaiPing Elementary School and Kindergarten, Fengbin Township—JingPu Elementary School and Kindergarten, Nanao Township, Yilan County—Wuta Elementary School and Kindergarten, Ren'ai Township, Nantou County—Chong Jang Elementary School and Kindergarten. Additionally, part of the funds was donated to the “2025 Red Envelope for the Hungry” project by the World Peace Association and the “35th Satisfying the Hunger 30” campaign by the Zenan Homeless Social Welfare Foundation, providing Lunar New Year red envelopes to **60** underprivileged children and **95** homeless individuals.



### 2024 Farm the Hopes

- Purchased over **20 metric tons** of organic vegetables from social enterprises “Buy Nearby” and “Earth Friend” to be used in employee lunch catering, with a total procurement amount of nearly **NT\$1.48 million**.
- Procured **837 kilograms** of fair-trade coffee beans from the social enterprise “OKOGREEN”, creating a breakroom offering fair trade products.



### 2024 Volunteer Day—Share Love • Save Earth

For the fifth consecutive year, Coretronic collaborated with the social enterprise “Give Circle”, inviting employees to donate practical secondhand items from home, as well as brand-new personal care products and food.

Through the Kuen Tai Cultural and Educational Foundation’s “[Joy for Remote Areas—Christmas Wish Adoption Campaign](#)”, the donated stuffed toys were given to students of Yising Primary School and Chenggong Elementary School in Shuishang Township, Chiayi County, who had completed the “Character Story Camp” and “Adventure Challenge Camp”, fulfilling their Christmas wishes and bringing joy and encouragement to the children.



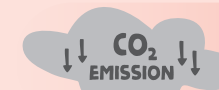
✓ Benefited  
**11 Organizations**



✓ Donated  
**1,129 Items**



✓ Distributed to  
**585 Individuals**



✓ Reduced Carbon by  
**686 kg**

## 2024 Love Followers

To promote and implement ESG from within, the “Firefly Volunteer Club” was established in 2011 and renamed the “Firefly Volunteer Team” in 2015. In 2018, the official “Firefly Volunteer Team Management Regulations” were established, which include **Full-Pay Volunteer Leave** on holidays, a volunteer reward system, an Annual Volunteer Gathering, Volunteer Day, and volunteer training courses. A total of **174** volunteers are organized into “Charity Volunteers”, “Environmental Volunteers”, and “Product Volunteers”, each responsible for social good, environmental protection, and product introduction activities, respectively.



**Full-Pay Volunteer Leave** 1,363 hours

Employees can apply for volunteer leave equal to the hours spent participating in company-organized volunteer activities on holidays, with **no limit** on the number of hours requested.



**Special Contribution Award** 1 winner

Awarded with gift vouchers, certificate, a cash prize, and a public commendation for being the top volunteer in internal service hours over three years and having received the Service Passion Award for three consecutive years.



**Camp Instructor Incentives** 15 participations

Volunteers serving as board game course instructors receive 1 additional volunteer hour on the day of the activity.  
Volunteers teaching Scratch programming courses receive a lecture fee of NT\$800 for every three sessions taught.



**Annual Volunteer Gathering** 33 participants

Outstanding volunteers are recognized, annual achievements and future plans are shared, and volunteer experiences are passed on at the gathering.



**Volunteer Training** 33 participants

Organize the course “CO-DECODE—The Rainbow’s Heart” to train volunteers as future instructors for the “Future Light Camp 2.0”.



**Service Passion Award** 19 winners

Vouchers and certificates are awarded to volunteers who have served more than 20 hours in the year.



**Volunteer Service Hours** 2,184.5 hours

All hours spent participating in company-initiated volunteer activities, training courses, or events organized by certified external public welfare organizations may be accumulated as volunteer service time.





### 2024 Run for Love

To fully uphold its responsibility as an i-sports enterprise and further embed a culture of fitness into the Company's core values—promoting work-life balance—Coretronic once again held the 5th annual “Run for Love” at the Second Baoshan Reservoir, known as the “Advanced Runner's Training Ground”. The event featured both 3 km and 10 km categories, attracting a record-breaking **421** enthusiastic participants, including employees and their families. Notably, 13 senior executives at the assistant vice president level and above actively joined the race, and the event achieved a satisfaction score of **96** (out of 100).

This year, the Company invited **3** visually impaired runners to participate again, each accompanied by one of **4** professional running guides who ensured their safety and supported them throughout the race. Remarkably, one visually impaired runner secured 3rd place in the 10 km “Friends & Family” category, showcasing extraordinary perseverance and earning great admiration.

Now in its fifth year, the “Run for Love” continues to evolve by incorporating valuable feedback from past participants, enhancing the race's professionalism and reward system. All runners were equipped with professional chip timers, enabling them to instantly check and print their race certificates after the run. To encourage employees and their families to embrace the outdoors and connect with nature, both prize money and raffle values reached new highs this year. In addition, the Company once again invited **4** nonprofit organizations—Huashan Social Welfare Foundation, World Peace Association, Yuan Nurturing Institute, and Hsinchu City Association for the Welfare of the Disabled—to host charity booths. The Company also partnered with “Vision Inaction Massage Studio” to offer post-run massage services for participants. All registration fees from the event were donated to Huashan Social Welfare Foundation to support the 22nd “Reunion with Love”—lunar new year meal program, fully embodying the spirit of its “Run for Love” charitable mission.



[Highlight Video](#)

**Sherry Lin**

- Senior Project Manager, Compensation and Benefits Department, Recipient of the Special Contribution Award
- 156.5 volunteer hours contributed to charity events from 2021~2023
- Served as a camp instructor and provided haircuts for elderly individuals living alone

As my children have grown up and no longer require as much care, I've gained more personal time. After completing an overseas assignment, I began volunteering with the Firefly Volunteer Team.

Being a volunteer isn't just about helping others or giving back to society; it's also about showing care for underprivileged elderly individuals and meeting their everyday needs. Bringing a bit of warmth to their lives and letting them feel the compassion and kindness of society has been deeply rewarding. Volunteering has also motivated me to learn new skills and expand the scope of my service—for example, haircutting. When an elderly person's messy hair is trimmed and styled neatly, making them look sharp and refreshed, it brings a real sense of accomplishment.

Venturing into remote communities has shown us that "Education is an impactful, creative endeavor with far-reaching influence and profound value." During our activities, we witnessed heartwarming stories of change in children, their classrooms, and their families. Through these experiences, our own lives have become more enriched, joyful, and fulfilling. I am truly grateful for the Company's charitable programs, which have allowed me to contribute in my own small way and grow together with the organization!

**Cindy Wen**

- Spokesperson & Deputy Leader of the Firefly Volunteer Team

When I first encountered the "CO-DECODE—Heart of the Rainbow" board game at the Volunteer Gathering, I realized it offered a great way for participants to learn many programming concepts. The game combines elements of escape rooms and puzzles, but more importantly, it emphasizes teamwork, as everyone works together to overcome challenges. During the process, we all became like detectives, carefully analyzing every detail. Each time a puzzle was solved, the sense of satisfaction was immense, making us eagerly anticipate the next breakthrough. It felt like stepping into an endless loop of fun—incredibly captivating!





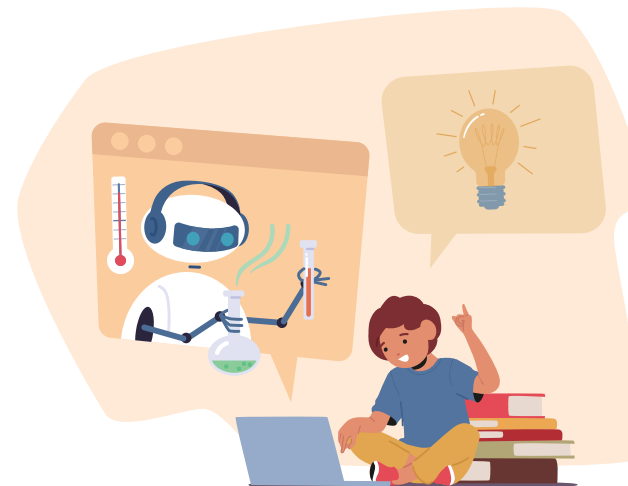
# 07

## 7.2 Eliminating the Digital Divide—Light Pioneer

- 7.1 Public Welfare Concerns
- 7.2 Eliminating the Digital Divide—Light Pioneer
- 7.3 Pursuing Educational Equality—Dream Walkers
- 7.4 Caring for the Solitary Elderly—Elderly Smile
- 7.5 Coretronic Culture and Arts Foundation

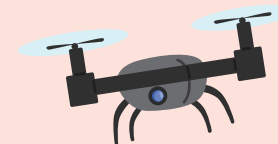
Since 2016, Coretronic has launched the “Light Pioneer” project in remote schools in Miaoli, successively implementing programs such as “High-tech Adventure”, “Digital Interactive Classroom”, “Future Light Camp 1.0”, and “Future Light Camp 2.0”. The goal is to leverage its core products and collaborate with local universities to help eliminate the digital divide and educational inequality caused by urban-rural disparities. These initiatives aim to equalize access to programming education in remote areas, spark students’ interest in learning to code, teach them how to think and reason, and strengthen their logical thinking skills. The “Digital Interactive Classroom” program achieved a milestone in 2022. The Company is currently re-evaluating and redesigning suitable products to further enhance digital capabilities in remote communities.

### 2016~2024 [Light Pioneer] Achievements



### 2024 High-tech Adventure

Coretronic invited a total of **98** teachers and students from **2** schools—Nanzhuang Elementary School and Donghe Elementary School in Nanzhuang Township, Miaoli County—to visit the Company. During the visit, participants had the opportunity to learn about and experience technological products, simulate drone operation, DIY VR smart headsets, tour the green rooftop, and visit the Hsinchu Science Park Exploration Museum. The event also included a sharing session on the Company’s environmental initiatives and achievements.





### 2024 Future Light Camp 1.0

Volunteers and family members from the Firefly Volunteer Team partnered with the Volunteer Team from the Department of Information Management at National United University to hold **2** one-day Future Light Camp 1.0 events at Shuang-Lian Elementary School in Zhuolan Township and Tong Guang Elementary School in Houlong Township, Miaoli County. Using the Digital Interactive Classroom equipment, the program provided assembly and programming instructions for self-driving cars, DIY Rainbow Gun, and environmental knowledge sharing with **47** students in remote areas.



This project also supported National United University in securing a subsidy of **NT\$1 million** in 2024 from the Ministry of Education under the “Higher Education SPROUT Project—Promoting University Social Responsibility Practice Base”. Over five years, the project has cumulatively received **NT\$2.975 million** in funding.



### 2024 Future Light Camp 2.0

Volunteers and family members from the Firefly Volunteer Team joined hands with students from the Department of Electronics and Electrical Engineering at National Yang Ming Chiao Tung University (NYCU) and the Papacode to organize **6 sessions** of programming workshops for 4th to 6th grade students from Fujies Elementary School in Gongguan Township and Jiaopu Elementary School in Yuanli Township, Miaoli County. After **60** NYCU students received **11 hours** of training, the workshops were conducted (totaling 30 hours) with **128** student attendances.

- First Semester—Days 1~3: Through coding education board games such as “Coding Ocean”, creative lesson plans like “Musical Chairs”, “Loop Drawing”, and “Sport Stacking”, the program sparked students’ interest in programming by integrating abstract and difficult concepts like sequence, debugging, loops, conditional logic, and functions into fun and interactive games. The camp concluded with a problem-based, hands-on coding session using “Scratch”, enabling students to complete the first semester of 7th-grade programming coursework in advance.
- Second Semester—Days 4~6: Through coding education board games such as “Advanced Coding Ocean” and “CO-DECODE”, creative lessons such as “Animal ABC” and “Restricted Communication”, as well as additional “Scratch” programming sessions, students were introduced to concepts like if/else logic, infinite loops, the basics of AI recognition, message definition, and encryption principles. They also practiced debugging, problem decomposition, and hands-on implementation. Each group **completed two game programs collaboratively**, allowing them to finish the second semester of 7th-grade through the first semester of 8th-grade programming curriculum ahead of time.



## 07

## 7.3 Pursuing Educational Equality—Dream Walkers

7.1 Public Welfare Concerns

7.2 Eliminating the Digital Divide—Light Pioneer

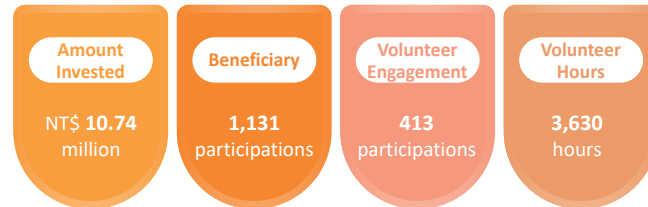
7.3 Pursuing Educational Equality—Dream Walkers

7.4 Caring for the Solitary Elderly—Elderly Smile

7.5 Coretronic Culture and Arts Foundation

To help various departments of the Company understand ESG strategies and lead employees to actively participate in related activities, the Company launched the “Dream Walkers” program in 2018. This initiative encourages each department to propose ESG-related projects leveraging the Company’s core products and resources. The program consists of 3 sub-projects: “Your Dream•Your Future”, “Earn Your Future”, and “Aboriginal Sound Legend”. Due to resource allocation considerations in 2024, only the “Earn Your Future” and “Aboriginal Sound Legend” were implemented.

## 2018~2024 【 Dream Walkers 】 Achievements



## 2024 Dream Walkers • Aboriginal Sound Legend

In partnership with World Vision Taiwan, Coretronic continued its sponsorship of the Jinping Elementary School Choir in Jianshi Township, Hsinchu County for the second consecutive year. The choir, composed of talented students from the Atayal Naro Tribe, was regularly featured on the Company’s [Facebook fan page](#) and electronic bulletin board to increase employee engagement. In 2024, the choir consisted of 25 members, 40% of whom were from underprivileged families.

- Annual Sponsorship: Over **NT\$500,000** was donated, mainly covering instructor fees, uniforms, stationery, snacks, scholarships (for low-income and marginalized households), and competition-related expenses.

🏆 Achievement Highlight: Awarded **“Excellence” in the Taiwan Indigenous Languages Category** of the 2024 Academic Year Hsinchu County Teachers and Students Folk Song Competition.



## 2024 Dream Walkers • Earn Your Future

- To further expand social impact, Feng Chia University was added as a beneficiary school in 2024. The **sixth round** of award selection event was held at both Feng Chia University and Cheng Shiu University. **2** outstanding junior students were selected, each receiving a one-year internship opportunity along with a scholarship of **NT\$100,000~NT\$150,000**.
- In 2024, **3** senior students from Cheng Shiu University completed a **one-year corporate internship** in the Engineering Section and R&D Department. During their internship, they received salaries above the minimum wage, free accommodation, and additional scholarships ranging from **NT\$50,000~NT\$100,000** per person.



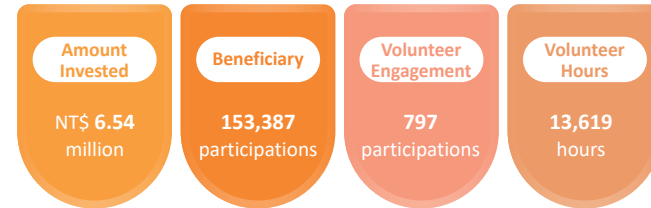
# 07

## 7.4 Caring for the Solitary Elderly—Elderly Smile

- 7.1 Public Welfare Concerns
- 7.2 Eliminating the Digital Divide—Light Pioneer
- 7.3 Pursuing Educational Equality—Dream Walkers
- 7.4 Caring for the Solitary Elderly—Elderly Smile
- 7.5 Coretronic Culture and Arts Foundation

Taiwan officially became an “aged society” in 2018 and is rapidly transitioning into a “super-aged society”. Compared to other disadvantaged groups, elderly individuals living alone have access to fewer resources. In response, Coretronic launched the “Elderly Smile” initiative in 2019, partnering with various social enterprises and NPOs to address the growing caregiving needs of this population. Focusing on material support, nutrition, and healthcare for seniors, the Company developed three major programs: “Warm Delivery”, “Warm Telehealth”, and “Warm Restaurant”. These programs harness technology to reduce the healthcare resource gap in rural areas, supplement staffing and resource shortages at welfare institutions, and ensure the physical and mental well-being and quality of life for elderly individuals living alone.

### 2019~2024 【Elderly Smile】 Achievements



### 2024 Warm Delivery

For six consecutive years, Coretronic has supported the “Reunion with Love” lunar new year meal program organized by the Huashan Social Welfare Foundation. The foundation first conducts regular home visits to assess the specific needs of elderly recipients. Based on these assessments, a customized care package is prepared for each senior. Before the Lunar New Year, members of the Firefly Volunteer Team personally deliver New Year meals, warm clothing, red envelopes, and customized supply boxes to 43 disadvantaged seniors living in Hengshan Township, Beipu Township, and Qionglin Township in Hsinchu County. Together with Huashan Social Welfare Foundation partners, the volunteers check in on the seniors’ recent health conditions, help put up spring couplets, measure their body temperature and blood pressure, inquire about their medication needs, and finally present them with a festive card featuring a Polaroid photo as a keepsake.





## 2024 Warm Telehealth

For the third consecutive year, Coretronic has partnered with the social enterprise “Digital Humanitarian Association” to enhance healthcare access in rural areas of Miaoli County. In 2024, the Company sponsored **NT\$700,000** to support an interdisciplinary team of doctors, nutritionists, fitness experts, and physical therapists in delivering personalized online health programs and medical consultations. Using innovative digital technologies, the program breaks physical barriers, enabling elderly residents in remote communities to receive high-quality healthcare services directly at local cultural health stations.

- **Exclusive Sponsorship** of 6 Cultural Health Stations in Miaoli: Including Shan Cheng Church, Gagaowan Tribe, Donghe Tribe, Nanzhuang, Yuandun, and Simaxian cultural health stations. On-site caregivers assist elders in raising health and medical concerns, allowing professional doctors to provide tailored advice. In 2024, **129** health sessions and medical consultations were held, benefiting **24,658** participations.
- **18** Online Public Health Promotion Courses: Offered to **112** NGOs across Taiwan (including mountainous regions in Nantou, Pingtung, Hualien, Taitung, and outlying islands like Kinmen, Lanyu, Green Island, and Penghu); these free sessions helped raise awareness of elder health. Employees and their families could also participate flexibly, benefiting a total of **6,638** participations.
- **Training Support for 16** Caregivers: Sponsored caregivers’ attendance in **96** long-term care online training sessions covering topics like wound care, horticultural therapy, and aromatherapy. Caregivers could earn over 90 hours of continuing education credits to qualify for the “Long-Term Care Worker Certification”.

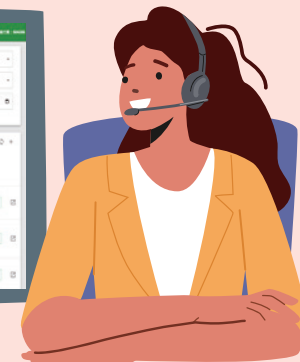
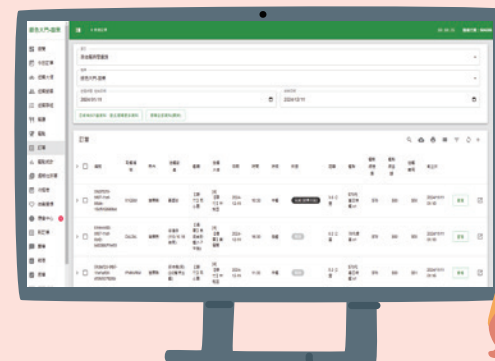
**NEW** **Community Outreach Activity:** Coretronic CFO and Vice President Franck Ho, alongside the Firefly Volunteer Team and Professor Ren-Hao Pan’s Digital Humanitarian Association, visited the Donghe Tribe Cultural Health Station. Volunteers engaged elders in 1-on-1 “chair-based cardio boxing” to help them stay active through fun physical exercise. Using remote healthcare technology, they also participated in telehealth sessions, improving their understanding of health management. The seniors impressively demonstrated their agility and focus, rivaling even the young volunteers. In addition to fitness activities, volunteers spent time conversing with the elders to better understand their daily lives and identify potential unmet needs, which will inform future service improvements.



### 2024 Warm Restaurant

To address the shortage of meal delivery manpower and resources for elderly individuals living alone in Miaoli and to expand the program's coverage, Coretronic continued its partnership with the social enterprise "Silver Gate" in 2024, sponsoring over **NT\$530,000** to provide consistent meal delivery services to seniors in remote, underprivileged, and economically marginalized communities in Miaoli. This includes donating white/brown rice, sustainably caught fish, and nutritious food for the elderly in remote mountainous areas like Tai'an and Nanzhuang. The initiative now serves **10 townships**, up from the previous 4, ensuring more elderly individuals receive care and support.

- Meal Delivery Service: **15** single mothers and unemployed individuals were hired as meal delivery ambassadors, distributing **16,322** nutritious meal boxes evaluated by dietitians to meet the health needs of the elderly. These ambassadors also check in on the seniors' health and living conditions and report their observations via an internal system for real-time tracking.
- NEW** Thermal Meal Bags: Recognizing that elders may not consume meals immediately upon delivery and to reduce the impact of temperature changes on food freshness, the Company sponsored **50** insulated delivery bags. These bags are placed at seniors' doorsteps to ensure meals remain fresh and hygienic, allowing elderly recipients to enjoy their food with peace of mind.
- White/Brown Rice Donations: Partnering with the social enterprise "Buy Nearby", the Company donated white and brown rice to senior community dining halls, fulfilling their basic nutritional needs.
- Sustainably Caught Fish Donations: Collaborating with the social enterprise "Fish Bar", the Company provided a variety of sustainably sourced fish to senior community dining halls. This addressed cost-related limitations that previously prevented elderly meal programs from purchasing quality fish, improving their diet quality.
- Food for the Elderly: Together with Tamsui Mackay Memorial Hospital and Chi Mei Medical Center, the Company offered liquid nutritional supplements tailored for seniors with chewing difficulties. For those who can cook, microwave-ready liquid meals were provided.
- Online Meal Delivery and Care System: A digital platform is implemented to track meal delivery ambassador schedules and logs in real-time. This system enables timely monitoring of meal distribution and the physical and mental health of seniors. Meal delivery ambassadors can flag any needs for additional supplies or telemedicine services, which social workers can follow up on more efficiently. Additionally, social workers can use the platform to note individual dietary needs, allowing dietitians and kitchens to customize meals. If a meal delivery ambassador is suddenly unavailable, the system can quickly match alternate personnel, helping solve delivery staffing shortages in remote areas.





## 07

## 7.5 Coretronic Culture and Arts Foundation

- 7.1 Public Welfare Concerns
- 7.2 Eliminating the Digital Divide—Light Pioneer
- 7.3 Pursuing Educational Equality—Dream Walkers
- 7.4 Caring for the Solitary Elderly—Elderly Smile
- 7.5 Coretronic Culture and Arts Foundation

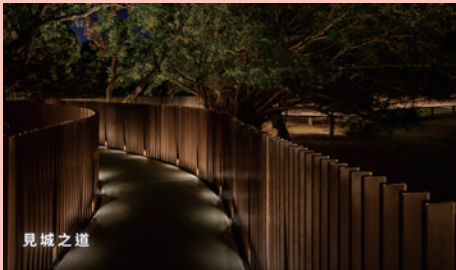
As the integration of industry and the arts continues to grow, light, electricity, and technology have become vital elements in interdisciplinary artistic and cultural creations. To continue Coretronic’s passion for “light”, the Company established the “Coretronic Culture and Arts Foundation” in 2010. Bringing together professionals from various fields and leading figures in the arts and culture sector, the foundation has consistently promoted the aesthetics of light in the environment from diverse and in-depth perspectives. The foundation’s mission has always been to highlight Taiwan’s culture, promote light and shadow art, and enhance quality of life. It organizes a variety of cultural and artistic events across Taiwan, using light as a medium to connect culture with the environment, making light an integral part of everyday aesthetics. In 2024, the foundation partnered with the Chung Chung Culture and Arts Foundation to implement a “Light Up Taiwan” project for the “National Taiwan University Museum of Medical Humanities”. It also hosted the 7th “Taiwan Environment Lighting Award” and the “Light Environment Excursion”, continuing its mission to promote the concept of environment lighting.

#### The 7th “Taiwan Environment Lighting Award”

Founded in 2018, the “Taiwan Environment Lighting Award” officially entered its 7th edition in 2024. After nearly six months of preliminary selection, secondary evaluation, and on-site final judging, the award ceremony was held on November 22, 2024, at the Cloud Gate Theater. The ceremony opened with a heartwarming musical performance by Ming-Chang Chen and fellow musicians, featuring selected medleys such as “Maborosi, The Rising Moon”, “Dust in the Wind, Waiting for the Northeast Wind”, and “Lonely Train to the South”, which sang of the vitality of the land and gave voice to the light of Taiwan.



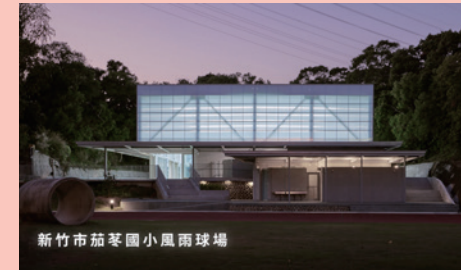
In 2024, four outstanding projects stood out and were honored with the Taiwan Environment Lighting Award: “[Old Fongshan City Wall Historic Route](#)”, “[Chushan Station](#)”, “[Zhinan Temple Bamboo and Cypress Trail](#)”, and “[Eslite Spectrum Xindian](#)”. Additionally, the “[Semi-outdoor Gymnasium of Jiadong Elementary School in Hsinchu](#)” received the Special Jury Award for this year.



見城之道



祝山車站改建工程



新竹市茄苳國小風雨球場



指南宮竹柏參道光環境



誠品生活新店裕隆城





NEW

**Light Up Taiwan—National Taiwan University Museum of Medical Humanities**

At the end of 2023, in collaboration with the Chung Chung Culture and Arts Foundation, the “Light Up Taiwan” project illuminated the National Taiwan University Museum of Medical Humanities. Originally constructed as the medical department building of Taihoku Imperial University during the Japanese colonial period, the structure was designed by architect Kondo Juro in 1907 and completed in 1913. It features a late Renaissance architectural style and has stood for over a century. This two-story red-brick building is adorned with arcades in its main hall and corridors. The interior showcases elegant lines and carvings on its main hall, walls, and columns, presenting a classical, refined, and exquisite appearance. Despite multiple restorations, the building has retained its original look and serves as a significant witness to the development of medical education in Taiwan. Now beautifully relit, the Museum of Medical Humanities radiates with warm, ambient lighting, highlighting the elegance and character of the historic structure. The renewed illumination also symbolizes the ongoing spirit of enlightenment and the enduring legacy of medical humanism passed down through a century.

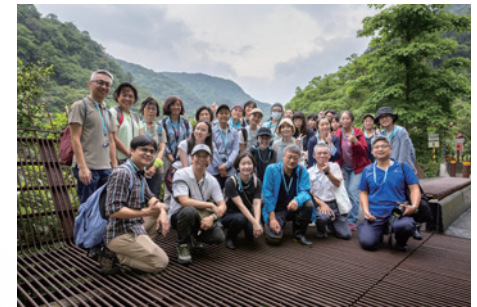


NEW

**Light Environment Excursion—Eco-Friendly Lighting for Wildlife**

Since 2021, the Coretronic Culture and Arts Foundation has collaborated with public sector agencies to promote exchange on light environment design. These efforts include inviting award-winning designers, experts, scholars, and project owners from the Taiwan Environment Lighting Award to share insights on lighting design and public infrastructure practices with government personnel, fostering exchange on light environment creation.

In 2024, this initiative took the form of an excursion, where staff from the Taiwan Forestry Research Institute were invited to visit the 2023 Taiwan Environment Lighting Award-winning project “[THE DARK LINE](#)”. Led by designer Zhongxun Wu, the on-site tour explored the project’s design philosophy—how careful and restrained lighting design preserved the native ecosystem, using low-impact illumination to guide visitors along the trail without disturbing local bat habitats. As a research institution focused on forest science, the Taiwan Forestry Research Institute has long been committed to nature conservation and environmental education. This exchange sparked further reflection and discussion on the importance of eco-friendly lighting environments that support both human experience and ecological protection.



Chapter

# 08

## Sustainability Performance of Subsidiaries

- 8.1 Champ Vision Display
- 8.2 Coretronic Intelligent Cloud Service
- 8.3 Coretronic Intelligent Robotics

# 08

8.1 Champ Vision Display

8.2 Coretronic Intelligent  
Cloud Service

8.3 Coretronic Intelligent  
Robotics



## CHAMPVISION Champ Vision Display

### Company Profile

- Organization Name: Champ Vision Display Inc.
- Year of Establishment: 2017
- Chairperson: Sarah Lin
- Headquarters: 3F, No.2, Kebei 5th Rd., Chunan Science Park, Miaoli County 35053, Taiwan (R.O.C.)
- Number of Employees: 110 in total, with 62 male employees (56%) and 48 female employees (44%)
- Capital: NT\$180 million
- Global Locations: Taiwan (Miaoli), China (Kunshan)
- Main Products/Services: Providing one-stop services and display solutions for industrial, medical, and commercial applications
- Participated Association: Taiwan Panel & Solution Association (TPSA)

## Innovative Products and Technologies

### **NEW** 15.6" 4K Creator Professional Drawing Display

- Equipped with a 15.6-inch OLED panel supporting 4K UHD ultra-high resolution, the display features 10-bit color depth, 98% cinema-grade DCI-P3 ultra-wide color gamut, 330 nits of high brightness, and an expanded dynamic range. It delivers vivid and lifelike image details, with each unit factory-calibrated to a Delta E of less than 1 to ensure color consistency and meet professional imaging and drawing standards.
- Integrated with EMR drawing technology, it accurately captures every stroke with precision even at a 40° pen tilt. With 4,096 levels of pressure sensitivity, low latency, and high-precision input, it enables illustrators, photo editors, photographers, and 3D designers to achieve intuitive and responsive creative control.
- The innovative foldable stand design allows users to freely adjust the tilt angle, enabling closer access to keyboard shortcuts and optimizing desk space. Its sturdy and stable structure ensures precise operation and a smooth creative experience.



### **NEW** 15.6" High-Brightness, Energy-Saving 1152-Zone Direct-Lit Mini LED Backlight Display

- This product features a 15.6-inch 4K UHD LCD panel, with a backlight module integrated with a direct-lit Mini LED design on a glass substrate, integrated with an EMR (Electromagnetic Resonance) digitizer and LCD module. It resolves interference issues between the Mini LED backlight and the EMR panel. The direct-lit Mini LED design enhances luminous efficiency, while the LCM module maintains a slim profile. It achieves a lightweight structure with high brightness (800 nits), high resolution (4K), and high contrast ratio (>100,000), while effectively reducing power consumption (HDR dynamic <30W, Max <36W) and extending the LED lifespan to 30,000 hours—fulfilling the goals of “energy saving” and “environmental sustainability”.
- With local dimming technology and scanning matrix control, it effectively manages a large number of backlight zones using fewer driver ICs, significantly reducing both design and assembly costs.
- Ideal for creative professionals, it is designed for users who require prolonged use of high-brightness, high-contrast displays.



### **NEW** 15.6" WOA (Windows on Arm) All-in-One PC Display

- The AIO PC motherboard utilizes Qualcomm’s latest QCS6490 processor platform. As an ARM-based processor, the Qualcomm QCS6490 offers both energy efficiency and high-speed computing capabilities. This platform supports Microsoft Windows 11 (WOA), allowing retailers to seamlessly upgrade from traditional x86-based platforms to an advanced POS system.
- The 15.6" WOA All-in-One PC, paired with Windows 11 (WOA), delivers broad software compatibility, high performance, and low power consumption. It also retains multiple traditional peripheral interfaces (e.g., RJ11, RJ45), offering retailers a more flexible POS system solution.
- The customer-facing display features a newly designed 15.6" ultra-slim touch display from Champ Vision Display. The simplified structural design achieves a total thickness of only 13.8mm, with a sleek and lightweight narrow bezel. This pairs seamlessly with the 15.6" WOA All-in-One PC, creating a stylish and complementary setup.



### ▶ 23" Monitor Lighting Assistant LED Lamp

- Designed with an asymmetric light source, this LED lamp is developed specifically for gaming monitors to avoid screen glare caused by direct lighting.
- Equipped with an integrated scroll wheel for adjusting brightness and color temperature, it delivers a maximum center illuminance of 800 lux and an average of 500 lux. The color temperature range is adjustable from 2,700K to 6,500K, with a color rendering index (CRI) of over 95. It is powered via USB with a maximum power consumption of 5W and complies with multiple safety certifications.
- It features three lighting modes: a primary light source to illuminate the desk surface, a rear ambient light for mood enhancement, and a combined immersive lighting mode. These modes help reduce eye strain and support both flat and curved screens with personalized adjustability, blending seamlessly with gaming setups.
- By designing various shapes and materials to control light distribution in space, the lamp achieves optimal light efficiency and uniformity. It accommodates multiple interconnected PCBs within a compact form, balancing both assembly and maintenance feasibility.
- It incorporates advanced features such as near/far light source control and wireless control design to synchronize lighting effects with broader illumination systems.



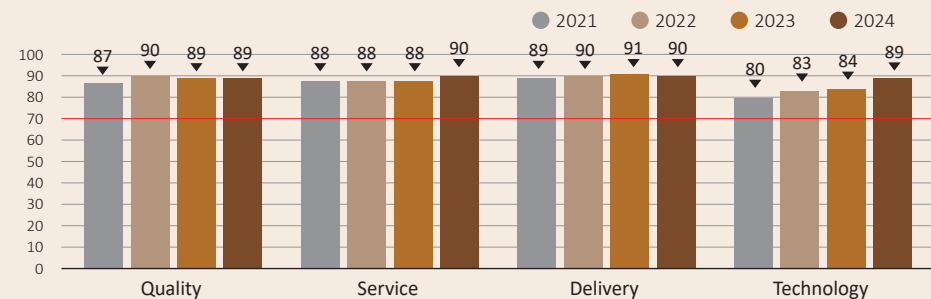
## Customer Service

The Company has established multiple communication channels and conducted regular reviews of customer satisfaction, using two-way communication to collect customer feedback. This allows us to continuously improve its products and services, meet customer requirements, and grow together.

- ▶ Customer service email: [sales.cvd@champvision.com.tw](mailto:sales.cvd@champvision.com.tw)
- ▶ Frontline sales staff regularly communicate with customers via meetings or calls to discuss pricing advantages, sales support, and shipping coordination. A dedicated back-end customer service unit handles returns, complaints, corrective actions, and follow-up processes.
- ▶ [Official website](#) and [LinkedIn page](#) are available to allow customers to provide feedback and express their needs at any time.
- ▶ Strategies for Enhancing Customer Satisfaction
  - Aim to meet customer-defined defect rate targets to improve quality satisfaction.
  - In response to changes in the business model, sensor modules are being added to on-site hardware installations. These enable immediate alerts upon product failure, reducing customer operation losses due to screen downtime. A failure prediction function is also being planned to add value to products and enhance customer satisfaction.
  - Sales teams often receive inquiries via the official website from customers who have difficulty finding suppliers for low-volume, high-mix orders. To address this, standard developed products are provided to reduce customers' R&D costs and development timelines. A product matching feature has also been added to the website's product selection page, allowing customers to choose suitable products based on type, application, size, brightness, and temperature.
  - Integrated a comprehensive color calibration solution—including hardware, firmware, and testing software—into a single standalone package that can be embedded into other customer product models, fulfilling their needs while opening a new product line for the Company.
  - Due to increasing geopolitical complexity and supply chain disruptions caused by the pandemic, a new production line has been planned at Coretronic's Vietnam plants to mitigate production risks and offer improved service.

### ▶ Customer Satisfaction Survey

- Every year, a satisfaction survey is conducted targeting customers who had transactions with the Company during the year. The survey assesses four aspects: "Quality", "Service", "Delivery", and "Technology". The survey employs a 100-point scale, with a passing score set at 70.
- In 2024, the average customer satisfaction score reached 89.5 points, an increase of 1.5 points compared to 2023. This improvement was mainly due to stable order shipments. Moving forward, the Company will continue to use QBR (Quarterly Business Review) meetings to communicate its sustainability achievements and future development plans with customers, working toward mutual success.





## Supply Chain

Suppliers are vital partners in the Company's sustainable operations. Champ Vision Display has a total of 232 qualified suppliers, including 198 domestic suppliers (85%) and 34 international suppliers. In addition to gradually aligning with Coretronic's sustainable supply chain management policy, the Company actively implements a local procurement strategy, with 95% of procurement in 2024 made in Taiwan and only 5% from outside Taiwan.

### ► Compliance Guidelines

- Signing the ["Sustainability Commitment Statement"](#): For all production material suppliers (excluding affiliates and customer-designated suppliers), both new suppliers and existing suppliers (excluding affiliates, customer-designated, phased-out, or those with annual transactions under US\$ 20,000) are required to sign the "Sustainability Commitment Statement". This ensures compliance with the "Responsible Business Alliance (RBA) Code of Conduct 7.0", "Green Product Warranty" (promise and guarantee that the products meet the "Green Product Procurement Specifications", and provide RoHS test laboratory testing reports from third-party certification bodies, environmental hazardous substance questionnaires, lead-free component reliability questionnaires, safety data sheets (SDS), material certificates, and test summary forms), "Conflict Minerals Policy", "Conflict Minerals Declaration", "Integrity Commitment", and "Environmental Sustainability and Occupational Safety and Health Policy". In 2024, 142 suppliers were required to sign the "Sustainability Commitment Statement", with 114 having done so, with a signing rate of 80%. The Company plans to gradually require existing suppliers with large transaction volume to sign to raise the overall signing rate.

### • Conflict Minerals Management

Conflict minerals are treated as critical raw materials and are actively managed. The Company does not accept gold, tantalum, tin, tungsten, cobalt, or mica sourced illegally from conflict-affected regions such as the Congo and surrounding areas. Therefore, the Company adheres to Coretronic's ["Conflict Minerals Policy"](#) and "Conflict Minerals Declaration", both incorporated into the "Sustainability Commitment Statement" to communicate conflict mineral requirements to suppliers. All production material suppliers must sign the "Sustainability Commitment Statement" to ensure compliance.

### ► Risk Assessment

- RBA Self-Assessment Questionnaire: To accurately evaluate the sustainability risks of production material suppliers, the Company distributes the RBA Self-Assessment Questionnaire to all suppliers subject to RBA audits. Suppliers first assess their own sustainability practices, after which the Company conducts a document audit based on their responses. On-site audits are scheduled for 2025.
- Conflict Minerals Survey: Using RMI CMRT 6.4 and EMRT 1.2 versions of the survey, the Company conducted detailed conflict minerals surveys on 32 production material suppliers designated by specific customers. The response rate was 100%. Going forward, the Company will reassess survey recipients and consider excluding customer-designated suppliers and those who have publicly declared adherence to conflict mineral regulations. Non-compliant suppliers will be guided through improvement processes to increase response and compliance rates.

### ► Annual Audits

To help suppliers deliver higher-quality products, Champ Vision Display's Quality Assurance Department conducts on-site or document audits each year on selected key component manufacturers. Audit items include shipment quality assurance, handling of quality anomalies, confirmation of banned substance testing methods and specifications, internal environmental audits, communication and promotion of environmental material information, and equipment calibration records.

- Audit Targets: Production material suppliers with more than 12 incoming batches in 2024.
- Audit Items and Methods: Assessments are conducted on "Quality", "Cooperation", and "Delivery" via document or on-site audits.
- Scoring System and Results: A passing score is 80 points. In 2024, 91 suppliers were audited with both the audit and passing rates reaching 100%.

### ► Training and Guidance

Green Product Management System (GPMS): This platform includes an announcement section, a Material Composition Declaration Request (MCD Request) section, and a supplier list section. The announcement section displays the latest green product specifications and GPMS training videos to prevent suppliers from following incorrect regulations or using incorrect forms. It also allows procurement and engineers to check document submission statuses, maintain supplier contact information, fill out RoHS 2.0, SVHC, and SDS information, and enables administrators to download reports based on the model BOM table.

## Environment

### ► Greenhouse Gas and Energy Management

#### • Greenhouse Gas Inventory

Champ Vision Display has applied for ISO 14064-1 greenhouse gas (GHG) verification for the first time, setting 2024 as the baseline year for its inventory. The inventory covers seven types of greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>). The goal is to monitor the environmental impact of company operations and ensure compliance with relevant regulations and industry trends. Currently, the Champ Vision Display follows Coretronic's energy-saving measures and will use the data accumulated from continuous inventory as a reference for future business decisions and environmental management planning.

Indicator	2024
Scope 1—Direct Emissions (tCO <sub>2</sub> e)	13.7676
Scope 2—Purchased Electricity (tCO <sub>2</sub> e)	134.7093
Total GHG Emissions (tCO <sub>2</sub> e)—Scope 1 and 2	148.4769
GHG Emission Intensity (tCO <sub>2</sub> e/NT\$ million) <sup>3</sup> —Scope 1 and 2	0.911
Scope 3—Indirect Emissions (tCO <sub>2</sub> e) <sup>2</sup>	41.6261
Total GHG Emissions (tCO <sub>2</sub> e)—Scope 1~3	190.103
GHG Emission Intensity (tCO <sub>2</sub> e/NT\$ million) <sup>3</sup> —Scope 1~3	1.166

1: The electricity emission factor for Taiwan in 2024 is based on the Energy Administration's carbon emission data: 1 kWh = 0.494 kgCO<sub>2</sub>e

2: Scope 3 inventory includes: indirect emissions from purchased energy, purchased goods, and disposal of solid and liquid waste

3: Revenue coverage: Champ Vision Display Taiwan plant

#### • Energy Usage Status

Item	2024
Renewable Energy	Renewable Energy <sup>1</sup> (MWh) <sup>2</sup> 0
Non-Renewable Energy	Purchased Electricity (MWh) 273
	Liquefied Petroleum Gas (MWh) 0
	Natural Gas (MWh) 48
	Diesel (MWh) 0
	Gasoline (MWh) 0.001
<b>Total energy consumption (MWh)</b>	<b>321</b>
<b>Energy intensity (MWh/NT\$ million)<sup>3</sup></b>	<b>1.97</b>

1: Includes self-generated solar power for self-use and power consumption through green electricity wheeling.

2: 1MWh = 0.0000036 GJ

3: Revenue coverage: Champ Vision Display Taiwan plant

### ► Waste Management

Champ Vision Display continues to implement and maintain ISO 14001 Environmental Management System certification. It examines each stage of the product life cycle, from waste generation, disposal, treatment, to recycling, to ensure detailed process control and the implementation of waste reduction measures. An audit plan is also established to prevent legal violations or environmental risks due to improper handling. In 2024, efforts to strengthen waste management, enforce classification control, and promote packaging material reuse continued.

Waste is categorized based on environmental impact into hazardous and non-hazardous waste. Non-hazardous waste is further classified into household waste, recyclable materials, reusable waste, and general industrial waste, and is managed according to its method of disposal. Excluding household and recyclable waste, all other waste originates from manufacturing processes. In 2024, total waste generated amounted to 57.65 metric tons, with hazardous waste accounting for 1.2%, non-hazardous waste directly disposed of accounting for 53.23%, and non-hazardous waste recycled accounting for 45.57%.

Category	Item	2023	2024
Hazardous Waste <sup>1</sup>	Direct Disposal—Incineration Only	0	0
	Direct Disposal—Other Disposal Operations	0	0
	Recycle—Reuse for Original Purpose	0	0
	Recycle—Recycling	1.37	0.69
	<b>Total</b>	<b>1.37</b>	<b>0.69</b>
Non-Hazardous Waste <sup>2</sup>	Direct Disposal—Incineration Only	20.78	30.69
	Direct Disposal—Landfill	0	0
	Direct Disposal—Other Disposal Operations	0	0
	Recycle—Reuse for Original Purpose	0	0
	Recycle—Recycling	30.06	26.27
<b>Total</b>	<b>50.84</b>	<b>56.96</b>	
<b>Total Waste Generation (metric tons)</b>		<b>52.21</b>	<b>57.65</b>
<b>Waste Generation Intensity (metric tons/NT\$ million)<sup>3</sup></b>		<b>0.32</b>	<b>0.35</b>

1: It refers to electronic and other waste classified as hazardous by local environmental authorities during the disposal stage. They are collected and classified according to their hazard characteristics, and then handed over to certified disposal companies for processing.

2: It refers to household garbage, unclassified combustible general industrial waste, waste plastics, wastepaper, waste metals, and publicly announced recyclable and reusable waste. Recyclable and reusable waste is collected by local qualified recycling companies for recycling and reuse. Other waste is disposed of by qualified disposal companies and transported to processing plants according to waste disposal methods.

3: Revenue coverage: Champ Vision Display Taiwan plant

4: All generated waste is transported by qualified disposal companies to qualified processing plants for disposal, and there is no transfer of disposal.

5: Waste generation, transfer, and disposal data are sourced from the Taiwan EPA Industrial Waste Report and Management Information System and internal management systems; recycling and reuse data are from on-site records and accounting reports. The data on waste generation, transfer, and disposal comes from the Industrial Waste Report and Management Information System of the Environmental Protection Administration. The data on recycling and reuse comes from internal records and accounting statements of the plant.

► Green Action: For the second consecutive year, Champ Vision Display organized the "Shi'erliao Mountain Cleanup Activity". In 2024, 51 employees and their family members participated, collecting around 5 kg of waste, demonstrating their commitment to protecting the environment and supporting mountain ecology.



## Social

- **Non-Discrimination:** In compliance with RBA commitments, the Company clearly states its principle of treating and respecting workers with fairness and justice, while adhering to relevant government regulations. This includes a strict prohibition on child labor and well-defined employment policies. Recruitment is based on principles of fairness, transparency, and reasonableness. The Company ensures that no applicant or employee is subject to discriminatory treatment in hiring, selection, employment, placement, evaluation, promotion, training, benefits, or retirement based on age, gender, race, ethnicity, political affiliation, or pregnancy.
- Prohibition of child labor
- No forced labor
- No violations of environmental, labor, economic, or human rights laws and regulations have occurred
- **Annual Required Anti-Corruption Course—“Awareness on Ethical Management Course”:** All indirect employees are required to complete the lessons on Ethical Corporate Management Best Practice Principles, Code of Conduct for Employees, Trade Secret Protection, Insider Trading Regulations, and Case Analysis. Completion required watching the course videos and scoring at least 70 on a post-course test, along with signing an “Ethical Corporate Management Best Practice Agreement”. All required participants completed the training and signed the statement, achieving a 100% completion rate and a 100% signing rate.
- **Annual Required Human Rights Course—“Human Rights Policy Course”:** All indirect employees are required to complete this course and sign the “Coretronic Human Rights Code”. Both the course completion and signing rates reached 100%.
- **Annual Required Sustainability Course—“ESG: From Concept to Practice”:** To strengthen sustainability awareness among all indirect employees, the Company developed an annual required sustainability course. The training covers key sustainability terminology, the roles and responsibilities of its two major sustainability committees, stakeholder engagement and material topics, as well as domestic and international initiatives. It also teaches employees how to read the annual sustainability report. All indirect employees are required to complete the training and passed the post-course assessment (minimum passing score: 70). The course completion rate reached 100%.

## Material Topics

Material Topics	Strategies	2024 Performance	2025 Goals
Occupational Health and Safety	Comply with international occupational health and safety management systems, continuously promote health enhancement, prevent occupational accidents, increase employee awareness of safety and health, and create a healthy and safe workplace environment	<ul style="list-style-type: none"> <li>• Obtained ISO 45001 certification</li> <li>• Received the “Badge of Accredited Healthy Workplace—Health Promotion (2025~2027)”</li> <li>• Number of workplace injury incidents: 0</li> <li>• Number of contractor incidents: 0</li> <li>• On-the-job occupational safety and health training: 107 participations; total of 321 hours</li> <li>• New full-time and non-full-time employee occupational safety and health training: 7 participations; total of 21 hours</li> <li>• New full-time/non-full-time and current employee general education training on hazardous and harmful substances: 7 participations; total of 21 hours</li> <li>• Training for Occupational Safety and Health Committee members: 37 participations; total of 18.5 hours</li> <li>• Annual fire/civil defense team training: 13 participations; total of 52 hours</li> <li>• Occupational injury fatality rate: 0%</li> <li>• Rate of severe occupational injuries (excluding fatalities): 0%</li> <li>• Recordable occupational injury rate: 0%</li> <li>• Occupational disease incidence rate: 0%</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain ISO 45001 certification</li> <li>• Number of workplace injury incidents: 0</li> <li>• Number of contractor incidents: 0</li> <li>• 100% completion rate for occupational safety and health training</li> <li>• Identify and assess high-risk groups through annual health examination reports and questionnaires of four major occupational safety and health programs; continue care and follow-up with regular reviews and improvements to prevent workplace accidents and occupational diseases</li> </ul>
Compensation and Benefits	<ul style="list-style-type: none"> <li>• Set a competitive salary structure based on market salary analysis</li> <li>• Offer incentive-based individual rewards according to performance evaluations</li> </ul>	<ul style="list-style-type: none"> <li>• Starting salary for male/female entry-level (direct labor) employees: NT\$29,470, which is <b>7.28% higher</b> than the statutory minimum wage in Taiwan</li> <li>• Average salary adjustment rate: 4.09%</li> </ul>	Continuously update company policies in response to amendments in the Labor Standards Act and conduct internal awareness and communication campaigns accordingly
Economic Performance	Aligned with Coretronic; please refer to <a href="#">Section 1.2 Operating Overview</a> of this report		
Information Security	Aligned with Coretronic; please refer to <a href="#">Section 3.3 Information Security Management</a> of this report		



Material Topics	Strategies	2024 Performance	2025 Goals
<b>NEW</b> Prohibition of Child Labor	In compliance with Coretronic's <a href="#">Human Rights and Social Responsibilities Policy</a>	<ul style="list-style-type: none"> <li>No employment of workers under the age of 16</li> <li>100% completion rate for the "Human Rights Policy Course"</li> <li>100% signing rate for the "Coretronic Human Rights Code"</li> </ul>	<ul style="list-style-type: none"> <li>Prohibit the employment of workers under 16 years old</li> <li>Maintain a 100% completion rate for the "Human Rights Policy Course"</li> <li>Maintain a 100% signing rate for the "Coretronic Human Rights Code"</li> </ul>
Climate Change	<ul style="list-style-type: none"> <li>Comply with Coretronic's energy-saving measures</li> <li>Establish a baseline year for emissions inventory as a reference for future business decisions and environmental management planning</li> </ul>	<ul style="list-style-type: none"> <li>ISO 14064-1 GHG internal verifier training: 15 participations, totaling 105 training hours</li> <li><b>NEW</b> First-time execution and verification of ISO 14064-1 GHG inventory</li> </ul>	Complete ISO 14064-1 GHG inventory and verification
<b>NEW</b> Prohibition of Forced Labor	In compliance with Coretronic's <a href="#">Human Rights and Social Responsibilities Policy</a>	<ul style="list-style-type: none"> <li>No incidents of forced labor</li> <li>100% completion rate for the "Human Rights Policy Course"</li> <li>100% signing rate for the "Coretronic Human Rights Code"</li> </ul>	<ul style="list-style-type: none"> <li>Prohibit forced labor</li> <li>Maintain a 100% completion rate for the "Human Rights Policy Course"</li> <li>Maintain a 100% signing rate for the "Coretronic Human Rights Code"</li> </ul>
Labor-Management Relations	<ul style="list-style-type: none"> <li>Quarterly labor-management meetings</li> <li>Quarterly Employee Welfare Committee meetings</li> <li>Major operational changes communicated to employees at least four weeks in advance</li> </ul>	<ul style="list-style-type: none"> <li>8585 (employee feedback) email: <a href="mailto:8585@champvision.com">8585@champvision.com</a></li> <li>Number of quarterly labor-management meetings: 4</li> <li>Number of quarterly Employee Welfare Committee meetings: 4</li> <li>Number of labor and human rights complaints: 0</li> </ul>	0 labor dispute incidents
Innovative R&D Management	<ul style="list-style-type: none"> <li>Integrated core products with AI platforms, cloud management systems, and application software to offer complete solutions for smart retail, smart living, smart transportation, Industry 4.0, and medical display applications</li> <li>Applied the latest display technologies to enhance product design, built software management platforms, and developed products aligned with AIoT trends through integrated software-hardware system solutions to strengthen existing product competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>Completed the design of Qualcomm ARM-based BD retail display products, which operate in a Windows OS environment AIO setup; compared to x86-based AIO products, these offer lower costs and power consumption, significantly reducing overall system costs and improving energy efficiency</li> <li>Developed a thin and narrow-bezel 7-inch high-resolution display with touch and NFC (Near Field Communication) functions, suitable for touchscreen payment interface scenarios</li> <li>Developed a slim 15.6-inch 4K OLED professional drawing monitor, enhancing color accuracy, contrast, and high dynamic display performance; special surface treatment technology was applied to maintain usability for professional digital artists</li> <li>Developed a 21.5-inch HMI display with an IP65-rated structure; its durable mechanical design and high-quality image rendering make it suitable for all factory environments</li> <li>Completed the development of a monitor light bar product with an asymmetric lighting design to greatly reduce screen glare and enhance lighting uniformity; it supports seamless switching between 2,700K warm light and 6,500K cool white light, is highly compatible with both standard and curved monitors, and meets several international safety standards (IEC 62471, IEC 62778 for blue light hazard, and IEEE 1789 for flicker-free LED sources)</li> <li>Developed a "Galaxy RGB" dynamic lighting effect for the rear of laptops, delivering a futuristic ambiance through captivating, flowing light patterns</li> <li>R&amp;D expenditure accounted for 7% of total revenue</li> <li>Filed 21 patent applications and received approval for 14 patents</li> </ul>	<ul style="list-style-type: none"> <li>Integrate precision sensing and intelligent interactive technologies to provide flexible, one-stop design and manufacturing services, aiming to become the leading provider of HMI (Human-Machine Interface) solutions for smart environments</li> <li>Leverage strong R&amp;D capabilities and agile mass production capacity to meet customer demands for innovative products</li> </ul>



Material Topics	Strategies	2024 Performance	2025 Goals
Friendly Workplace	<ul style="list-style-type: none"> <li>In accordance with the Labor Standards Act and the new labor pension system regulations, the Company makes monthly contributions to employee pensions on time</li> <li>For employees with seniority under the old pension system, the Company also makes full legal contributions to ensure retirement rights</li> <li>Outstanding retired employees are invited to serve as company consultants</li> <li>Offers a 9-day Golden Week (including 5 days of fully paid leave) and travel subsidies to employees</li> <li>Continues to participate in the Ministry of Labor's "Work-Life Balance" subsidy program</li> <li>Encourages employees to develop regular exercise habits</li> </ul>	<ul style="list-style-type: none"> <li>New hire rate: 8.2%</li> <li>Turnover rate: 10.0%</li> <li>Parental leave reinstatement and retention rate: 0% (One employee applied for parental leave in 2024 and is expected to return in March 2025)</li> <li>Received the "Badge of Accredited Healthy Workplace—Health Promotion (2025~2027)"</li> </ul>	<ul style="list-style-type: none"> <li>Arrange diverse activities and encourage employees to take appropriate time off</li> <li>Comply with government regulations and promote friendly workplace initiatives</li> <li>Continue holding sports-related seminars and activities in line with the Sports Enterprise Certification (i Sports Certification) objectives</li> </ul>
Green Process and Product Management	<ul style="list-style-type: none"> <li>Implement green product material selection and controls</li> <li>Optimize energy-efficient product design</li> <li>Improve product energy efficiency</li> </ul>	Developed a 31.5-inch OLED display that leverages OLED technology for high contrast and low power consumption; it also includes a human detection feature that turns off the backlight when the user leaves and automatically turns the screen back on upon their return, achieving energy savings without affecting usability	<ul style="list-style-type: none"> <li>Develop green products that meet eco-design principles and existing customer needs, and promote them to at least one new customer</li> <li>Achieve a product portfolio where over 40% comply with Energy Star and ErP energy consumption standards</li> <li>Use advanced technologies and high-end processors to improve product energy efficiency by over 20%</li> </ul>
<span style="color: red; font-weight: bold;">NEW</span> Sustainable Supply Chain Management	<ul style="list-style-type: none"> <li>Require suppliers to sign the "<a href="#">Sustainability Commitment Statement</a>"</li> <li>Conduct conflict minerals surveys</li> <li>Conduct annual supplier audits</li> </ul>	<ul style="list-style-type: none"> <li>"Sustainability Commitment Statement" signing rate: 80%</li> <li>Conflict minerals survey: Used RMI CMRT 6.4 and EMRT 1.2 versions of the survey to conduct detailed conflict minerals surveys on 32 production material suppliers designated by specific customers; response rate reached 100%</li> <li>Annual audits: Conducted audits on 91 production material suppliers with more than 12 purchase batches; audit rate and passing rate both reached 100%</li> </ul>	<ul style="list-style-type: none"> <li>"Sustainability Commitment Statement" signing rate: 87%</li> <li>Conflict minerals survey response rate: 90%</li> <li>Annual audit: 90% passing rate</li> <li>Conduct on-site RBA audits</li> </ul>
Talent Cultivation	<ul style="list-style-type: none"> <li>Enhance employees' core competencies through diversified channels and platforms</li> <li>Participate in systematic training programs in coordination with the parent company's training system</li> <li>Strengthen employees' workplace soft skills and encourage job rotation to cultivate and enhance multi-functional capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Average training hours per employee: 18.6 hours</li> <li>Performance evaluation participation rate: 100%</li> </ul>	<ul style="list-style-type: none"> <li>Execution rate of annual training plan: at least 90%</li> <li>Average training hours per employee: at least 8 hours</li> </ul>

# 08

8.1 Champ Vision Display

8.2 Coretronic Intelligent  
Cloud Service

8.3 Coretronic Intelligent  
Robotics

## **CiCS** Coretronic Intelligent Cloud Service

### Company Profile

- Organization Name: Coretronic Intelligent Cloud Service Corporation
- Year of Establishment: 2017
- Chairperson: Yunu Lin
- Headquarters: 6F, No. 11, Lixing Rd., Hsinchu Science Park, Hsinchu City 300094, Taiwan (R.O.C.)
- Number of Employees: 90 in total, with 67 male employees (74%) and 23 female employees (26%)
- Capital: NT\$250 million
- Global Locations: Taiwan (Hsinchu)
- Main Products/Services: Providing consulting, planning, implementation, and software development solutions for "Cloud Construction", "Cloud Operation and Maintenance", and "Cloud Application" for enterprise customers

## Innovative Products and Technologies

Amid the breakthroughs in AI technology and the accelerated pace of digital transformation, Coretronic Intelligent Cloud Service actively promotes three core engines: cloud services, enterprise core system upgrades, and cloud-on-premise integration. The Company's product and service offerings include solutions and consulting services for cloud adoption, AI applications, and enterprise information security resilience, helping enterprise customers achieve digital transformation, digital optimization, and digital sustainability:

- Modernize IT/AP information architecture to enhance data integration and intelligent decision-making, optimize business processes, improve operational efficiency, and reduce costs.
- Leverage innovative AI technologies to strengthen corporate governance, enterprise risk management, and information security, while enhancing ESG transparency.
- Promote digital governance transformation by using AI to optimize internal management and information security mechanisms, ensuring data compliance and operational stability.

## Supply Chain

- Number of suppliers: 119 in total (115 domestic, 4 overseas; all are non-production material suppliers)
- Local procurement ratio: 68% in Taiwan, 32% outside Taiwan
- Compliance with Code of Conduct—Integrity Commitment: All suppliers, those that are listed companies already registered in Taiwan/place of establishment and their subsidiaries with more than 50% ownership, those that have announced compliance with relevant integrity commitment treaties on their official websites, those that have signed procurement contracts containing integrity commitment clauses, those with annual transaction amounts below a certain amount, customer-designated suppliers, and single-source suppliers of certain components, must sign the "Integrity Commitment". The signing rate in 2024 was 73%.

## Social

- Non-discrimination: In compliance with the RBA commitment, the Company clearly states its principle of treating and respecting workers fairly and justly while complying with relevant government labor regulations. In addition to prohibiting child labor, clear guidelines are established for employee recruitment. Recruitment, evaluation, hiring, deployment, performance appraisal, promotion, training, benefits, and retirement are all handled under the principles of fairness, impartiality, openness, and reasonableness, without discrimination based on age, gender, race, ethnicity, political affiliation, or pregnancy.
- Prohibition of child labor
- No forced labor
- No violations of environmental, labor, economic, or human rights regulations occurred.
- Annual Required Anti-Corruption Course—"Awareness on Ethical Management Course": All indirect employees are required to complete the lessons on Ethical Corporate Management Best Practice Principles, Code of Conduct for Employees, Trade Secret Protection, Insider Trading Regulations, and Case Analysis. Completion required watching the course videos and scoring at least 70 on a post-course test, along with signing an "Ethical Corporate Management Best Practice Agreement". Both the course completion and signing rates reached 94%.
- Annual Required Human Rights Course—"Human Rights Policy Course": All indirect employees are required to complete this course and sign the "Coretronic Human Rights Code". Both the course completion and signing rates reached 94%.
- Annual Required Sustainability Course—"ESG: From Concept to Practice": To strengthen sustainability awareness among all indirect employees, the Company developed an annual required sustainability course. The training covers key sustainability terminology, the roles and responsibilities of its two major sustainability committees, stakeholder engagement and material topics, as well as domestic and international initiatives. It also teaches employees how to read the annual sustainability report. All indirect employees are required to complete the training and passed the post-course assessment (minimum passing score: 70). The course completion rate reached 94%.



## Customer Service

- Customer service email: [cics.service@coretronic-cics.com.tw](mailto:cics.service@coretronic-cics.com.tw)
- Frontline sales staff regularly maintain positive communication with customers through in-person visits, phone calls, and other methods to understand customer satisfaction with the Company's services. Continuous improvement of service quality will be pursued to enhance customer satisfaction.
- [Official website](#) and [Facebook page](#) established to allow customers to provide feedback and suggestions at any time.



## Material Topics

Material Topics	Strategies	2024 Performance	2025 Goals
Occupational Health and Safety	<ul style="list-style-type: none"> <li>Establish an occupational safety and health management unit in accordance with ISO 45001 to plan, supervise, and promote occupational safety and health-related activities.</li> <li>Conduct annual fire safety and civil defense training to implement disaster prevention concepts and enhance emergency response capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Disaster response training: 3 participations, total training hours: 20 hours</li> <li>Occupational injury fatality rate: 0</li> <li>Rate of severe occupational injuries (excluding fatalities): 0</li> <li>Recordable occupational injury rate: 0</li> <li>Occupational disease incidence rate: 0</li> <li>Target for occupational injury incidents was fewer than 3; actual result: 0</li> </ul>	<ul style="list-style-type: none"> <li>0 occupational injury incidents</li> <li>0 occupational injury incidents among contractors</li> </ul>
Compensation and Benefits	<ul style="list-style-type: none"> <li>Set a competitive compensation structure based on market salary analysis</li> <li>Provide performance-based incentive compensation levels</li> </ul>	<p>Average starting salary for new employees:</p> <ul style="list-style-type: none"> <li>Bachelor's degree with no experience: approx. 58% higher than the statutory minimum wage</li> <li>Master's degree with no experience: approx. 84% higher than the statutory minimum wage</li> <li>PhD degree with no experience: approx. 114% higher than the statutory minimum wage</li> </ul>	Continuously update company policies in response to amendments to the Labor Standards Act and conduct internal communications accordingly
Economic Performance	Aligned with Coretronic; please refer to <a href="#">Section 1.2 Operating Overview</a> of this report		
Information Security	Aligned with Coretronic; please refer to <a href="#">Section 3.3 Information Security Management</a> of this report		
<span style="color: red; font-weight: bold;">NEW</span> Prohibition of Child Labor	In compliance with Coretronic's <a href="#">Human Rights and Social Responsibilities Policy</a>	<ul style="list-style-type: none"> <li>No employment of workers under the age of 16</li> <li>100% completion rate for the "Human Rights Policy Course"</li> <li>100% signing rate for the "Coretronic Human Rights Code"</li> </ul>	<ul style="list-style-type: none"> <li>Prohibit the employment of workers under 16 years old</li> <li>95% completion rate for the "Human Rights Policy Course"</li> <li>95% signing rate for the "Coretronic Human Rights Code"</li> </ul>
Climate Change	Aligned with Coretronic; please refer to <a href="#">Section 4.1 Climate Change Management</a> of this report		
<span style="color: red; font-weight: bold;">NEW</span> Prohibition of Forced Labor	In compliance with Coretronic's <a href="#">Human Rights and Social Responsibilities Policy</a>	<ul style="list-style-type: none"> <li>No incidents of forced labor</li> <li>100% completion rate for the "Human Rights Policy Course"</li> <li>100% signing rate for the "Coretronic Human Rights Code"</li> </ul>	<ul style="list-style-type: none"> <li>Prohibit forced labor</li> <li>95% completion rate for the "Human Rights Policy Course"</li> <li>95% signing rate for the "Coretronic Human Rights Code"</li> </ul>
Labor-Management Relations	<ul style="list-style-type: none"> <li>Hold quarterly labor-management and Employee Welfare Committee meetings</li> <li>Establish diverse and open two-way communication channels</li> <li>Notify employees of any major operational changes at least four weeks in advance</li> </ul>	<ul style="list-style-type: none"> <li>Number of quarterly labor-management meetings: 4</li> <li>Number of quarterly Employee Welfare Committee meetings: 4</li> <li>Number of labor and human rights complaints: 0</li> </ul>	Hold labor-management meetings each quarter to enhance labor-management relations



Material Topics	Strategies	2024 Performance	2025 Goals
Innovative R&D Management	<ul style="list-style-type: none"> <li>Leverage ESG to drive AI innovation and digital transformation by utilizing AI to enhance corporate IT/MIS upgrades, data governance, information security protection, and internal risk control, thereby improving organizational resilience and governance performance.</li> <li>Promote the upgrade of core enterprise systems to facilitate the digital transformation of ERP, EIP, BI, and other critical operational systems, ensuring high efficiency, security, and flexibility.</li> <li>Implement digital governance through AI technologies to enhance data application capabilities, optimize decision-making support, and help enterprises adapt to rapidly changing market environments.</li> <li>Promote hybrid cloud architecture to optimize energy consumption management through cloud data centers, reduce carbon footprint, and ensure data privacy and compliance in the cloud.</li> </ul>	<ul style="list-style-type: none"> <li>Provided AI-driven digital transformation solutions to assist enterprises with “Cloud Construction”, “Cloud Operation and Maintenance”, and “Cloud Applications”, achieving key breakthroughs in IC manufacturing, technology industries, gaming, and e-commerce, thereby enhancing data management capabilities and operational efficiency.</li> <li>Successfully implemented multiple enterprise digital transformation and ESG-related projects, including seamless ERP migration, intelligent information security protection, and AI-assisted internal process optimization, strengthening IT system resilience and compliance management.</li> <li>Enhanced enterprise core system data integration and AI optimization, improving report automation, intelligent analytics, and cross-departmental collaboration efficiency.</li> <li>Total of 75 R&amp;D personnel, accounting for 83% of total employees.</li> <li>R&amp;D expenditure accounted for 12% of total revenue</li> </ul>	<ul style="list-style-type: none"> <li>Expand AI and digital transformation success cases, deepen the application of AI in core enterprise operational systems, and help more companies improve data-driven decision-making, IT infrastructure optimization, and intelligent information security protection.</li> <li>Accelerate the upgrade of key enterprise systems, promote the practical application of AI technology, and drive intelligent business operations, comprehensively enhancing system collaboration and operational efficiency while empowering customers with stronger data capabilities.</li> <li>Strengthen AI R&amp;D and ESG digital governance applications, enhance the role of AI in enterprise risk control, data governance, information security protection, and intelligent decision support, ensuring that digital transformation and ESG develop in parallel.</li> <li>Integrate AI with hybrid cloud architecture. Use AI to predict ESG risks and ensure compliance and sustainability; centrally manage ESG data to improve report accuracy and decision-making efficiency; optimize cloud resource utilization through AI to reduce carbon emissions; prioritize data centers powered by renewable energy.</li> </ul>
Friendly Workplace	Maintain employees’ physical and mental well-being, enhance their sense of belonging, and shape a strong employer brand.	<ul style="list-style-type: none"> <li>New hire rate: 13.33%</li> <li>Turnover rate: 5.56%</li> <li>Parental leave reinstatement and retention rate: Not applicable (no applications during the reporting period)</li> </ul>	Foster a work environment of gender equality and diversity, free from discrimination and harassment.
<span style="color: red; font-weight: bold;">NEW</span> Sustainable Supply Chain Management	<ul style="list-style-type: none"> <li>Require suppliers to sign the “Integrity Commitment”</li> <li>Starting from 2025, conduct annual audits of suppliers</li> </ul>	“Integrity Commitment” signing rate: 73%	<ul style="list-style-type: none"> <li>“Integrity Commitment” signing rate: 80%</li> <li>Annual audit: 80% audit rate, 80% passing rate</li> </ul>
Talent Cultivation	Cultivate high-quality talent by aligning operational needs with practical and theoretical training to unlock employee potential	<ul style="list-style-type: none"> <li>Average training hours per employee: 5.31 hours</li> <li>Performance evaluation participation rate: 100%</li> </ul>	<ul style="list-style-type: none"> <li>Consolidate Coretronic resources and diverse learning platforms, providing employees with both digital and in-person training opportunities</li> <li>100% of full-time employees receive regular performance evaluations, which serve as the basis for promotions</li> </ul>

# 08

- 8.1 Champ Vision Display
- 8.2 Coretronic Intelligent Cloud Service
- 8.3 Coretronic Intelligent Robotics



## **CIIRC** Coretronic Intelligent Robotics

### Company Profile

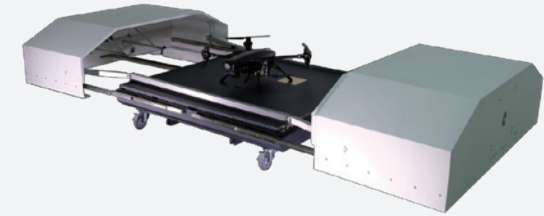
- Organization Name: Coretronic Intelligent Robotics Corporation
- Year of Establishment: 2017
- Chairperson: Ann Wu
- Headquarters: 4F, No. 11, Lixing Rd., Hsinchu Science Park, Hsinchu City 300094, Taiwan (R.O.C.)
- Number of Employees: 129 in total, with 112 male employees (87%) and 17 female employees (13%)
- Capital: NT\$330 million
- Global Locations: Taiwan (Hsinchu, Miaoli)
- Main Products/Services: Development, manufacturing, sales, and services of intelligent unmanned aerial vehicle (UAV)
- Honors:
  - √ Secured two major contracts from the [Ministry of National Defense for military commercial-spec micro UAVs and surveillance UAVs](#)
  - √ Awarded a vertical take-off and landing UAV design and production contract from the National Chung-Shan Institute of Science and Technology
- Participated Association:
  - √ Drone International Business Opportunities Alliance (TEDIBOA), serving as co-chair
  - √ Unmanned Aircraft Systems Team of Taiwan (UAS Taiwan)
  - √ Taipei Computer Association
  - √ Chiayi County Asia Drone Innovation Park Manufacturers Association, serving as director
  - √ Taiwan Defense Industry Development Association
  - √ Japan Unmanned System Traffic & Radio Management Consortium (JUTM)

## Innovative Products and Technologies

Starting from core technologies such as aircraft design, flight control, AI, and system integration, our UAVs are equipped with high-speed computing and sensing control platforms. By combining automation with application-specific technologies, the Company has successively developed intelligent autonomous security drone solutions, long-range VTOL reconnaissance solutions, and military-grade commercial ISR drone solutions, enhancing both the commercial application value and dual-use potential of our UAVs for military and civilian purposes.

### Intelligent Autonomous Security Drone Solution

This solution features full autonomy and artificial intelligence (AI), providing mission support for automated inspections, threat response, and anomaly monitoring. Equipped with a high-speed computing and sensing control platform, the system enables fully autonomous flight, precision landing, and automatic charging operations. While performing image capture during missions, the drone can also conduct human and vehicle recognition and tracking. Users can monitor operations via a control center, enabling a comprehensive air-to-ground security network and achieving the goal of intelligent security surveillance.



### Long-Range VTOL Logistics Drone Solution

This drone features Vertical Take-Off and Landing (VTOL) capability, eliminating the need for a runway. It is equipped with a tri-sensor payload including EO/IR imaging systems and a laser rangefinder. The power system supports either fully electric or hybrid power, with a flight range of 100 km to 300 km. With its tri-sensor payload, AI-based automatic recognition, tracking, and positioning functions, it represents a highly advanced and forward-looking reconnaissance drone solution.



### Military-Grade Commercial Drone Solution

Two prototype models, micro and surveillance types, have been developed, featuring in-house designed flight control modules, remote controllers, payload cameras, and other key components. This includes proprietary AI object detection and tracking algorithms, flight control software, and remote-control firmware. Leveraging advanced core drone technologies and the advantage of fully Taiwan-based design and manufacturing, these UAVs fully comply with military-grade specifications for communication range, flight speed, waterproof and dustproof ratings, and obstacle avoidance. The designs are rapidly developed and produced to meet the operational requirements of various military branches.



## Customer Service

- Customer service hotline: +886-809-084088
- Official LINE support: @circ\_drone
- Customer service email: [service.circ@coretronic-robotics.com](mailto:service.circ@coretronic-robotics.com), [service.drone@coretronic-robotics.com](mailto:service.drone@coretronic-robotics.com)
- Overseas market customer service email: Japan ([jp.circ@coretronic-robotics.com](mailto:jp.circ@coretronic-robotics.com)), Europe ([eu.circ@coretronic-robotics.com](mailto:eu.circ@coretronic-robotics.com))
- Frontline sales staff regularly maintain positive communication with customers through in-person visits, phone calls, and other methods to understand customer satisfaction with our services. Continuous improvement of service quality will be pursued to enhance customer satisfaction.
- Latest updates and customer feedback are facilitated through the [official website](#), [LinkedIn page](#), and [YouTube channel](#).



## Supply Chain

- Number of suppliers: 185 in total (161 domestic, 24 overseas)
- Supplier evaluation—annual audits: 5 suppliers in the mass production stage were randomly selected and jointly audited by the procurement, engineering, and quality assurance departments. Audit criteria included delivery schedules, R&D capabilities, and quality control. A passing score is 70. In 2024, all 5 planned audits were completed with both an audit rate and a passing rate of 100%.
- Local procurement ratio: 87% in Taiwan, 13% outside Taiwan.

## Environmental

### ► Waste Management

Coretronic Intelligent Robotics continues to implement and maintain ISO 14001 Environmental Management System certification. It reviews every stage of the product life cycle, including waste generation, disposal, treatment, and recycling, and adopts systematic management to implement waste reduction measures. Audit plans are developed to prevent legal violations or environmental risks resulting from improper handling. In 2024, efforts were focused on enhancing waste management, enforcing classification controls, and promoting packaging reuse.

Waste is categorized based on environmental impact into hazardous and non-hazardous waste. Non-hazardous waste is further classified into household waste, recyclable materials, reusable waste, and general industrial waste, and is managed according to its method of disposal. Excluding household and recyclable waste, all other waste originates from manufacturing processes. In 2024, the total waste generated was 5.89502 metric tons, with hazardous waste accounting for 0.0003%, non-hazardous waste directly disposed of accounting for 9.3299%, and non-hazardous waste recycled accounting for 90.6698%.

Category	Item	2024
Hazardous Waste <sup>1</sup>	Direct Disposal—Incineration Only	0.00002
	Direct Disposal—Other Disposal Operations	0
	Recycle—Reuse for Original Purpose	0
	Recycle—Recycling	0
	<b>Total</b>	<b>0.00002</b>
Non-Hazardous Waste <sup>2</sup>	Direct Disposal—Incineration Only	0.55
	Direct Disposal—Landfill	0
	Direct Disposal—Other Disposal Operations	0
	Recycle—Reuse for Original Purpose	0
	Recycle—Recycling	5.345
<b>Total</b>	<b>5.895</b>	
<b>Total Waste Generation (metric tons)</b>		<b>5.89502</b>
<b>Waste Generation Intensity (metric tons/NT\$ million)<sup>3</sup></b>		<b>0.0245</b>

1: It refers to electronic and other waste classified as hazardous by local environmental authorities during the disposal stage. They are collected and classified according to their hazard characteristics, and then handed over to certified disposal companies for processing.

2: It refers to household garbage, unclassified combustible general industrial waste, waste plastics, wastepaper, waste metals, and publicly announced recyclable and reusable waste. Recyclable and reusable waste is collected by local qualified recycling companies for recycling and reuse. Other waste is disposed of by qualified disposal companies and transported to processing plants according to waste disposal methods.

3: Revenue coverage: Coretronic Intelligent Robotics Taiwan plant

4: All generated waste is transported by qualified disposal companies to qualified processing plants for disposal, and there is no transfer of disposal.

5: Waste generation, transfer, and disposal data are sourced from the Taiwan EPA Industrial Waste Report and Management Information System and internal management systems; recycling and reuse data are from on-site records and accounting reports.



## Social

- **Non-discrimination:** In compliance with the RBA commitment, the Company clearly states its principle of treating and respecting workers fairly and justly while complying with relevant government labor regulations. In addition to prohibiting child labor, clear guidelines are established for employee recruitment. Recruitment, evaluation, hiring, deployment, performance appraisal, promotion, training, benefits, and retirement are all handled under the principles of fairness, impartiality, openness, and reasonableness, without discrimination based on age, gender, race, ethnicity, political affiliation, or pregnancy.
- Prohibition of child labor
- No forced labor
- No violations of environmental, labor, economic, or human rights regulations occurred.
- **Annual Required Anti-Corruption Course—“Awareness on Ethical Management Course”:** All indirect employees are required to complete the lessons on Ethical Corporate Management Best Practice Principles, Code of Conduct for Employees, Trade Secret Protection, Insider Trading Regulations, and Case Analysis. Completion required watching the course videos and scoring at least 70 on a post-course test, along with signing an “Ethical Corporate Management Best Practice Agreement”. Both the course completion and signing rates reached 75%.
- **Annual Required Human Rights Course—“Human Rights Policy Course”:** All indirect employees are required to complete this course and sign the “Coretronic Human Rights Code.” Both the course completion and signing rates reached 75%.
- **Annual Required Sustainability Course—“ESG: From Concept to Practice”:** To strengthen sustainability awareness among all indirect employees, the Company developed an annual required sustainability course. The training covers key sustainability terminology, the roles and responsibilities of its two major sustainability committees, stakeholder engagement and material topics, as well as domestic and international initiatives. It also teaches employees how to read the annual sustainability report. All indirect employees are required to complete the training and passed the post-course assessment (minimum passing score: 70). The course completion rate reached 75%.

## Material Topics

Material Topics	Strategies	2024 Performance	2025 Goals
Occupational Health and Safety	<ul style="list-style-type: none"> <li>• Establish an occupational safety and health management unit in accordance with ISO 45001 to plan, supervise, and promote occupational safety and health-related activities.</li> <li>• Conduct annual fire safety and civil defense training to implement disaster prevention concepts and enhance emergency response capabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Disaster response training: 9 participations, total training hours: 36 hours.</li> <li>• Occupational injury fatality rate: 0</li> <li>• Rate of severe occupational injuries (excluding fatalities): 0</li> <li>• Recordable occupational injury rate: 0</li> <li>• Occupational disease incidence rate: 0</li> <li>• Target for occupational injury incidents was fewer than 3; actual result: 1 (ankle sprain)</li> </ul>	<ul style="list-style-type: none"> <li>• Fewer than 3 occupational injury incidents</li> <li>• 0 occupational injury incidents among contractors</li> <li>• Strengthen promotion of “workplace safety” and remind employees to assess workplace safety before starting tasks to prevent injuries</li> </ul>
Compensation and Benefits	<ul style="list-style-type: none"> <li>• Set a competitive compensation structure based on market salary analysis</li> <li>• Provide performance-based incentive compensation levels</li> </ul>	<ul style="list-style-type: none"> <li>• Starting salary for R&amp;D personnel with a master’s degree exceeds the industry average for the tech sector</li> <li>• Average salary adjustment: 3%~5%</li> </ul>	Continuously update company policies in response to amendments to the Labor Standards Act and conduct internal communications accordingly
Economic Performance	Aligned with Coretronic; please refer to <a href="#">Section 1.2 Operating Overview</a> of this report		
Information Security	Aligned with Coretronic; please refer to <a href="#">Section 3.3 Information Security Management</a> of this report		
<span style="color: red; font-weight: bold;">NEW</span> Prohibition of Child Labor	In compliance with Coretronic’s <a href="#">Human Rights and Social Responsibilities Policy</a>	<ul style="list-style-type: none"> <li>• No employment of workers under the age of 16</li> <li>• 75% completion rate for the “Human Rights Policy Course”</li> <li>• 75% signing rate for the “Coretronic Human Rights Code”</li> </ul>	<ul style="list-style-type: none"> <li>• 100% completion rate for the “Human Rights Policy Course”</li> <li>• 100% signing rate for the “Coretronic Human Rights Code”</li> </ul>
Climate Change	Aligned with Coretronic; please refer to <a href="#">Section 4.1 Climate Change Management</a> of this report		

Material Topics	Strategies	2024 Performance	2025 Goals
<b>NEW</b> Prohibition of Forced Labor	In compliance with Coretronic's <a href="#">Human Rights and Social Responsibilities Policy</a>	<ul style="list-style-type: none"> <li>No incidents of forced labor</li> <li>75% completion rate for the "Human Rights Policy Course"</li> <li>75% signing rate for the "Coretronic Human Rights Code"</li> </ul>	<ul style="list-style-type: none"> <li>100% completion rate for the "Human Rights Policy Course"</li> <li>100% signing rate for the "Coretronic Human Rights Code"</li> </ul>
Labor-Management Relations	<ul style="list-style-type: none"> <li>Hold quarterly labor-management and Employee Welfare Committee meetings</li> <li>Notify employees of any major operational changes at least four weeks in advance</li> </ul>	<ul style="list-style-type: none"> <li>Number of quarterly labor-management meetings: 4</li> <li>Number of quarterly Employee Welfare Committee meetings: 4</li> <li>Number of labor and human rights complaints: 0</li> </ul>	Foster consensus through labor-management meetings and continuously improve the work environment and quality based on employee feedback
Innovative R&D Management	Based on advanced technologies such as computer vision, artificial intelligence, high-speed computing, and control systems—combined with the parent company's expertise in optics, mechanical design, thermal management, and electronics—the Company develops core robotic technologies including human-machine interaction, motion control, intelligent recognition, sensor fusion, and navigation. These innovations support the provision of comprehensive intelligent commercial robotics solutions.	<p><b>Intelligent and Autonomous Drones</b></p> <ul style="list-style-type: none"> <li>Military: Delivered dual-sensor payloads, triple-sensor payloads, and two military-grade commercial drone prototypes to defense-related customers. All units passed required testing and successfully secured defense procurement contracts.</li> <li>Commercial: Continued sales of Teledyne FLIR public safety and inspection drones in the United States.</li> <li>Product Roadmap: Focused on drone platforms, payloads, and remote controllers, targeting the U.S. Non-DJI market, with inspection applications prioritized.</li> </ul> <p><b>R&amp;D Investment</b></p> <ul style="list-style-type: none"> <li>Total R&amp;D personnel: 101 (78% of total employees)</li> <li>R&amp;D expenses accounted for 73% of annual revenue</li> <li>3 patents filed; 7 patents granted</li> </ul>	<p><b>Market Development</b></p> <ul style="list-style-type: none"> <li>Continue the development and expansion of domestic military-grade commercial and full-spec military drone products and business opportunities, including dual-use drones for military and civilian purposes</li> <li>Secure defense procurement contracts for dual-sensor, triple-sensor payloads, and two military-grade commercial drones.</li> <li>Mass production shipments of FLIR drones to Australia; launch new remote controller and payload ODM projects</li> <li>Expand into Japanese and European markets</li> </ul> <p><b>Technology Development and Certification</b></p> <ul style="list-style-type: none"> <li>Develop the RB5 computing platform and establish new technologies for intelligent obstacle avoidance and AI navigation</li> <li>Drones obtain CE and EU ESEA Level 2 certification</li> </ul>
Friendly Workplace	Maintain employees' physical and mental well-being, enhance their sense of belonging, and shape a strong employer brand.	<ul style="list-style-type: none"> <li>New hire rate: 30%</li> <li>Turnover rate: 15%</li> <li>Parental leave reinstatement rate: Not applicable (no applications during the reporting period)</li> <li>Parental leave retention rate: 0%</li> </ul>	Plan family trips through an annual leave scheduling system; enhance employees' health awareness and encourage physical activity
<b>NEW</b> Sustainable Supply Chain Management	Select five suppliers from those entering the mass production stage to undergo annual audits	5 suppliers underwent annual audits, with both audit and passing rates at 100%	<ul style="list-style-type: none"> <li>Require all eligible suppliers to sign the "Sustainability Commitment Statement"</li> <li>Annual audit: 100% audit rate, 80% passing rate</li> </ul>
Talent Cultivation	Cultivate high-quality talent by aligning operational needs with practical and theoretical training to unlock employee potential	<ul style="list-style-type: none"> <li>Average training hours per employee: 4.8 hours</li> <li>Performance evaluation participation rate: 99%</li> </ul>	<ul style="list-style-type: none"> <li>Develop talent in innovation, R&amp;D, engineering, and manufacturing</li> <li>Enhance coaching leadership, critical thinking, and communication skills</li> </ul>

# Appendix

AA1000 and SASB Assurance Statement

GRI Content Index

SASB Standards


Taiwan Sustainable Taxonomy

TPEX Sustainability Disclosure Indicators  
—Optoelectronics Industry

Climate-Related Information of  
TWSE/TPEX-Listed Companies



# AA1000 and SASB Assurance Statement<sup>2-5</sup>



**SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE CORETRONIC CORPORATION'S ESG REPORT FOR 2024**

**NATURE AND SCOPE OF THE ASSURANCE**  
 SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by CORETRONIC CORPORATION (hereinafter referred to as Coretronic) to conduct an independent assurance of the ESG Report for 2024 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard's Type 2 high level during 2025/01/08 to 2025/04/08. Coretronic Taiwan and overseas operational and production or service sites as disclosed in Coretronic's ESG Report of 2024. The boundary is not the same as Coretronic's consolidated financial statements. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

**INTENDED USERS OF THIS ASSURANCE STATEMENT**  
 This Assurance Statement is provided with the intention of informing all Coretronic's Stakeholders.

**RESPONSIBILITIES**  
 The information in the Coretronic's ESG Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and the management of Coretronic. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

**ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE**  
 The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP:2018).

Assurance has been conducted at a type 2 high level of scrutiny.

**SCOPE OF ASSURANCE AND REPORTING CRITERIA**  
 The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

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**Reporting Criteria Options**

1	AA1000 Accountability Principles (2018)
2	GRI (in Accordance with)
3	SASB Hardware Sustainability Accounting Standard (Version 2023-12)

- The evaluation of the reliability and quality of specified sustainability performance information in Coretronic's ESG Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a high level of scrutiny for Coretronic and moderate level of scrutiny for its subsidiaries.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.

**SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE**  
 The specified performance information includes the data for 2024, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material and SASB-Hardware Standard, version 2023-12 in Coretronic's ESG Report.

**ASSURANCE METHODOLOGY**  
 The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, ESG committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

**LIMITATIONS**  
 Financial data drawn directly from independently audited financial accounts and Task Force on Climate-related Financial Disclosures (TCFD) have not been checked back to source as part of this assurance process.

**INDEPENDENCE AND COMPETENCE**  
 SGS affirms our independence from Coretronic, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders. The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SAB000, OHS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service providers.

**FINDINGS AND CONCLUSIONS**  
**ASSURANCE OPINION**  
 On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 Accountability Principles (2018). We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

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**ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)**

**INCLUSIVITY**  
 Coretronic has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. Various engagement efforts such as surveys and communication to employees, customers, investors, suppliers, government, and other stakeholders underpin the organization's understanding of stakeholder concerns. For future reporting, Coretronic may proactively consider actively including all relevant stakeholders in its various sustainability-related decision-making processes, ensuring that their participation is both comprehensive and equitable.

**MATERIALITY**  
 Coretronic has established regular processes for determining issues that are material to the business and its strategic blueprint. Formal reviews have identified stakeholders and the issues that are material to each group, and the report addresses these at an appropriate level to reflect their importance and priority to the stakeholders. It is recommended that Coretronic consider sustainability challenges at local, regional, and global levels, taking into account the sectors and geographic locations of its activities and business relationships when defining future reporting boundaries.

**RESPONSIVENESS**  
 The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

**IMPACT**  
 Coretronic has demonstrated a process to identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements. It is recommended that Coretronic consider the impacts of its operations on the external economy, environment, and people, including human rights when assessing its overall impacts.



**QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION**  
 On the basis of the verification work performed, we checked internal minutes of meetings, management documents, internal EPP system reports, ISO 14001 & ISO 50001 certification, GoGreen Plus Certificate 2024, RBA audit guidance checklist, etc. We have confidence that the specified performance information included in the scope of assurance is reliable at a high level of scrutiny for Coretronic and at a moderate level of scrutiny for its subsidiaries.

**ADHERENCE TO GRI**  
 The report, Coretronic's ESG Report of 2024, is reporting in accordance with the GRI Universal Standards 2021. The significant impacts were assessed and disclosed in accordance with the guidance defined in GRI 3. Material Topics 2021 and the relevant 2003/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to Coretronic's contributions to sustainability development. For future reporting, it is recommended Coretronic to enhance the disclosure of GRI 2-21 for better alignment with GRI requirements.

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**ADHERENCE TO SASB**  
 Coretronic has referenced with SASB's Standard, Hardware, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed SASB information correspond to the financial data reported in Coretronic's ESG Report of 2024. Process to identify, assess, and manage SASB-topic-related risks and opportunities were integrated into Coretronic's overall management process. It is recommended that Coretronic may consider relevant domestic and international industry trends and integrate these insights into its internal long-term strategic planning based on standard disclosures for continuous improvement.

Signed:  
 For and on behalf of SGS Taiwan Ltd.

Stephen Pao  
 Business Assurance Director  
 Taipei, Taiwan  
 17 June, 2025  
[WWW.SGS.COM](http://WWW.SGS.COM)

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# GRI Content Index

<b>Statement of Use</b>	To publish the 2024 Sustainability Report, Coretronic has reported the content for the period from January 1 to December 31, 2024 following the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Industry Standards</b>	The Company does not have any industry standards to follow.

GRI Standards	Disclosure Content	Corresponding Sections	Page Number	Omission/Note
<b>General Disclosures</b>				
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	1.1	12, 15	
	2-2 Entities included in the organization's sustainability reporting	Introduction, 2.3	3, 36	
	2-3 Reporting period, frequency and contact point	Introduction	3	
	2-4 Restatements of information	No restatement of information.		
	2-5 External assurance	Introduction, Assurance Statement	4, 153	
	2-6 Activities, value chain and other business relationships	1.1~1.2, 2.3, 5.1	12, 15, 17, 36, 78	
	2-7 Employees	6.1	85	
	2-8 Workers who are not employees	6.1	85	
	2-9 Governance structure and composition	2.2, 3.1	29, 43~44, 46	
	2-10 Nomination and selection of the highest governance body	3.1	44	
	2-11 Chair of the highest governance body	3.1	44	
	2-12 Role of the highest governance body in overseeing the management of impacts	2.3, 3.1	31, 43	
	2-13 Delegation of responsibility for managing impacts	2.2	29	
	2-14 Role of the highest governance body in sustainability reporting	2.2, 2.3	29, 31	



GRI Standards	Disclosure Content	Corresponding Sections	Page Number	Omission/Note
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Please refer to <a href="#">Section 3.1 Governance Organization</a> on page 44 of this report and page 10 of the <a href="#">2024 Annual Report</a>		
	2-16 Communication of critical concerns	3.1	43	
	2-17 Collective knowledge of the highest governance body	3.1	45	
	2-18 Evaluation of the performance of the highest governance body	3.1	45	
	2-19 Remuneration policies	3.1	43, 46	
	2-20 Process to determine remuneration	3.1, 6.3	46, 93	
	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> <li>The ratio of the highest annual compensation to the median annual compensation of non-managerial employees at Taiwan plants: 26.2%</li> <li>The ratio of the annual increase in the highest compensation to the annual increase in the median compensation of non-managerial employees at Taiwan plants: -23.5%</li> <li>Data explanation: Calculation was based on the 2024 salaries, bonuses, stock awards, stock options, non-equity incentive plan compensation, and retirement benefits of full-time employees at Taiwan plants</li> </ul>		
	2-22 Statement on sustainable development strategy	Letter from the Chairman	5	
	2-23 Policy commitments	1.1, 2.1~2.3, 6.2	12, 27, 29~31, 88~89	
	2-24 Embedding policy commitments	1.1, 2.1~2.3, 6.2	12, 27, 29~31, 88~89	
	2-25 Processes to remediate negative impacts	3.4, 6.2, 6.4	53, 89, 99~102	
	2-26 Mechanisms for seeking advice and raising concerns	3.4, 5.1, 6.2, 6.4	50, 74, 85, 99~102	
	2-27 Compliance with laws and regulations	No major regulatory violations occurred at Coretronic in 2024.		
	2-28 Membership associations	1.1	14	
2-29 Approach to stakeholder engagement	1.5, 2.3, 5.1~5.3, 6.4	25, 32~33, 78, 80~83, 99~102		
2-30 Collective bargaining agreements	6.3	93		



GRI Standards	Disclosure Content	Corresponding Sections	Page Number	Omission/Note
<b>Material Topics</b>				
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	2.3	31	
	3-2 List of material topics		35	
<b>★ Occupational Health and Safety</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2.3, 6.6	38, 111	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	6.7	114	
	403-2 Hazard identification, risk assessment, and incident investigation	6.7	114, 116	
	403-3 Occupational health services	6.6	112	
	403-4 Worker participation, consultation, and communication on occupational health and safety	6.7	115	
	403-5 Worker training on occupational health and safety	6.7	116	
	403-6 Promotion of worker health	6.6	113	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.7	114~118	
	403-8 Workers covered by an occupational health and safety management system	6.7	114	
	403-9 Work-related injuries	6.7	116~117	
	403-10 Work-related ill health	6.6	112	
<b>★ Compensation and Benefits</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2.3, 6.3	38, 91	
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.3	93	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-2 Ratio of basic salary and remuneration of women to men			



GRI Standards	Disclosure Content	Corresponding Sections	Page Number	Omission/Note
<b>★ Economic Performance</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	1.2, 2.3	16, 41	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	1.2	17	
	201-2 Financial implications and other risks and opportunities due to climate change	4.1	58~59	
	201-3 Defined benefit plan obligations and other retirement plans	6.3	96	
<b>★ Information Security</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2.3, 3.3	38, 50	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3	50	
<b>★ Prohibition of Child Labor</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2.3, 6.2	39, 86	
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	6.2	86	
<b>★ Climate Change</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2.3, 4.1	37, 55	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	4.1	62	
	302-3 Energy intensity			
	302-4 Reduction of energy consumption			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	4.1	60~61	
	305-2 Energy indirect (Scope 2) GHG emissions			
	305-3 Other indirect (Scope 3) GHG emissions			
	305-4 GHG emissions intensity			
	305-5 Reduction of GHG emissions			
<b>★ Prohibition of Forced Labor</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2.3, 6.2	39, 87	
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	6.2	87	



GRI Standards	Disclosure Content	Corresponding Sections	Page Number	Omission/Note
<b>★ Labor-Management Relations</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3	39	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> <li>Taiwan plants: Employees are informed at least four weeks in advance</li> <li>China plants: All matters are handled in accordance with local regulations</li> </ul>		
<b>★ Innovative R&amp;D Management</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	1.3, 1.4, 2.3	19~20, 23, 41	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.2	17	
	201-4 Financial assistance received from government	1.2	17	
Core PR1: Innovation R&D Management	PR1-1 Key technologies and innovative products	1.3	21~22	
<b>★ Friendly Workplace</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3, 6.3	40, 92	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.1	85	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.3	94	
	401-3 Parental leave	6.3	95	
<b>★ Green Process and Product Management</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3, 4.4	37, 68	
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	4.4	70	
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	4.4	70	
<b>★ Sustainable Supply Chain Management</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3, 5.1	41, 78	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.2	81	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria			
<b>★ Talent Cultivation</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3, 6.5	40, 103	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		104	
	404-2 Programs for upgrading employee skills and transition assistance programs	6.5	104	
	404-3 Percentage of employees receiving regular performance and career development reviews		110	



# SASB Standards

## Industry Category: Hardware

Topic	Code	Metric	Corresponding Section/Omission Reasons	Page Number																
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	<a href="#">3.3 Information Security Management</a>	50~52																
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	<table border="1"> <thead> <tr> <th>Category/Gender</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Executive management (senior executives)</td> <td>72%</td> <td>28%</td> </tr> <tr> <td>Non-executive management (middle and entry-level managers)</td> <td>69%</td> <td>31%</td> </tr> <tr> <td>Technical employees (R&amp;D and production personnel)</td> <td>61%</td> <td>39%</td> </tr> <tr> <td>All other employees (sales and administrative personnel)</td> <td>27%</td> <td>73%</td> </tr> </tbody> </table>	Category/Gender	Male	Female	Executive management (senior executives)	72%	28%	Non-executive management (middle and entry-level managers)	69%	31%	Technical employees (R&D and production personnel)	61%	39%	All other employees (sales and administrative personnel)	27%	73%	159	
			Category/Gender	Male	Female															
Executive management (senior executives)	72%	28%																		
Non-executive management (middle and entry-level managers)	69%	31%																		
Technical employees (R&D and production personnel)	61%	39%																		
All other employees (sales and administrative personnel)	27%	73%																		
<table border="1"> <thead> <tr> <th>Category/Age</th> <th>Below 30</th> <th>30~50</th> <th>Above 50</th> </tr> </thead> <tbody> <tr> <td>Executive management (senior executives)</td> <td>0%</td> <td>38%</td> <td>62%</td> </tr> <tr> <td>Non-executive management (middle and entry-level managers)</td> <td>0.4%</td> <td>81.1%</td> <td>18.5%</td> </tr> <tr> <td>Technical employees (R&amp;D and production personnel)</td> <td>30%</td> <td>64%</td> <td>6%</td> </tr> <tr> <td>All other employees (sales and administrative personnel)</td> <td>14%</td> <td>76%</td> <td>10%</td> </tr> </tbody> </table>	Category/Age	Below 30	30~50	Above 50	Executive management (senior executives)	0%	38%	62%	Non-executive management (middle and entry-level managers)	0.4%	81.1%	18.5%	Technical employees (R&D and production personnel)	30%	64%	6%	All other employees (sales and administrative personnel)	14%	76%	10%
Category/Age	Below 30	30~50	Above 50																	
Executive management (senior executives)	0%	38%	62%																	
Non-executive management (middle and entry-level managers)	0.4%	81.1%	18.5%																	
Technical employees (R&D and production personnel)	30%	64%	6%																	
All other employees (sales and administrative personnel)	14%	76%	10%																	
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	The Company's main products are projectors and backlight modules. All projectors and a few backlight modules contain IEC 62474 reportable controlled substances, and all comply with the reporting standards. These products account for 35% of annual revenue.	159																
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Most of the Company's products are B2B, and the Company does not apply for EPEAT or equivalent labels, so this indicator is not applicable.	-																
	TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Most of the Company's products are B2B, and the Company does not apply for energy efficiency certification or equivalent certification, so this indicator is not applicable.	-																
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	<ol style="list-style-type: none"> <li>1. Recycling of obsolete products: Most of the Company's products are B2B, and there are no obsolete products to be recycled.</li> <li>2. Total weight of recycled electronic waste and percentage of recycling and reuse: Most of the Company's products are B2B, and only recycling of obsolete products is conducted without recycling and reuse. The total weight of recycled electronic waste at Taiwan and China plants is 17.2 metric tons.</li> </ol>	159																



Topic	Code	Metric	Corresponding Section/Omission Reasons	Page Number
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	The Company has not yet conducted RBA audits (VAP) for first-tier suppliers, so there is no relevant data to disclose. However, the Company has established an RBA audit target—"Each year, 50 production material suppliers must undergo RBA audits, with an audit completion rate of 100%." In 2024, a total of 65 suppliers underwent RBA audits (including 8 new suppliers), with all 65 suppliers passing the audit. The audit completion rate and passing rate were both 100%.	-
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances		-
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">5.2 Responsible Supply Chain Management</a>	80
Activity Metric	TC-HW-000.A	Number of units produced by product category	<a href="#">1.2 Operating Overview</a>	17
	TC-HW-000.B	Area of manufacturing facilities	Confidential information is not disclosed.	-
	TC-HW-000.C	Percentage of production from owned facilities	The Company develops and produces its main products independently. Therefore, the production output of its own production equipment accounts for 100%.	-



## Taiwan Sustainable Taxonomy

Item	Economic Activity			
1. Economic Activity Category	Manufacturing of panels and components	Renewable energy generation, facilities, and related accessories	Manufacturing of high-efficiency equipment and high-efficiency technology application	Others
2. Operating Revenue (Unit: NT\$ thousand)	0 (0%)	54,587 (0.0002%)	1,015,376 (3.71%)	26,333,897 (96.10%)
3. Applicability under the Guideline—"Ordinary Economic Activities" and "Supporting Economic Activities"	Ordinary economic activities	Supporting economic activities	Supporting economic activities	Not eligible
4. Determination of Alignment with Sustainable Economic Activity Based on the Following 3 Criteria				
Criterion 1: Compliance with the technical screening criterion of "making substantial contributions to mitigating climate change"	Not eligible	-	-	-
Criterion 2: Whether the activity "does no significant harm (DNSH) to the other 6 environmental objectives"	Aligned	Aligned	Aligned	-
Criterion 3: Compliance with the criterion of "not causing significant harm to social security"	Aligned	Aligned	Aligned	-
5. Improvement Plan	-	Yes	Yes	-
6. Assessment Result: Alignment with the Guideline	Not eligible	Aligned	Aligned	Not eligible

- "Ordinary Economic Activity"—Manufacturing of panels and components: The Company's products are backlight modules for flat panel displays. While display industry classifications are based on glass substrate generations, backlight modules are not categorized in the same way. Therefore, the Company's products is not eligible to meet the technical screening criteria outlined in the Second Edition of the ["Taiwan Sustainable Taxonomy"](#), jointly announced by the Financial Supervisory Commission, the Ministry of Environment, the Ministry of Economic Affairs, the Ministry of Transportation and Communications, the Ministry of the Interior, and the Ministry of Agriculture.
- "Supporting Economic Activity"—Renewable energy generation, facilities, and related accessories: The Company has installed solar power generation systems and sells the surplus green electricity, after self-consumption, to Taipower via "Feed-in Tariff through Internal Line Balancing".
- "Supporting Economic Activity"—Manufacturing of high-efficiency equipment and high-efficiency technology application: The Company reduces carbon emissions during the product use phase through the following high-efficiency technology applications:
  1. Continued optimization of mainstream projector optoelectronic designs improved overall product performance, increasing energy savings by 74% compared to 2023, with an estimated annual savings of approximately 44.29 GWh and carbon reduction of 21,877 metric tons.
  2. Compared to conventional lamp-based projectors, the EX/EU laser projector series using solid-state illumination (SSI) reduced energy consumption by 54%.
  3. By optimizing the optical film materials and microstructure design of the light guide plate (LGP), the light emitted from the LGP can achieve higher efficiency through the optical films, effectively reducing energy consumption. The newly developed LCD modules in 2024 achieved an energy-saving rate of 5.3%.
  4. Enhanced optical brightness technology, resulting in a 25% reduction in lighting power consumption. In 2024, 62,292 units were produced. Assuming 10 hours of daily use over 365 days, this led to an electricity saving of over 1.89 GWh and a carbon reduction of 934 metric tons.



## TPEX Sustainability Disclosure Indicators—Optoelectronics Industry

Code	Activity Metrics	Category	2024 Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	<ol style="list-style-type: none"> <li>Total energy consumption (electricity, diesel, gasoline, and natural gas): 178,184 GJ</li> <li>Percentage of purchased electricity (purchased electricity/total electricity consumption): 87%</li> <li>Renewable energy usage rate (self-generated solar power, green power wheeling, and renewable energy certificate transactions/total electricity consumption): 15%</li> </ol>	Gigajoules (GJ), Percentage (%)	
2	Total water withdrawn and total water consumed	Quantitative	<ol style="list-style-type: none"> <li>Total water withdrawal: 351,313 m<sup>3</sup></li> <li>Total water consumption: 80,610 m<sup>3</sup></li> </ol>	Thousand cubic meters (m <sup>3</sup> )	
3	Hazardous waste generated and percentage recycled	Quantitative	<ol style="list-style-type: none"> <li>Hazardous waste: 51.9 metric tons</li> <li>Recycling rate of hazardous waste: 51%</li> </ol>	Metric tons (t), Percentage (%)	
4	Description of the type, number and rate of work-related injuries	Quantitative	<ol style="list-style-type: none"> <li>Type of occupational injury among employees: Physical hazards</li> <li>Number of occupational injury cases: 10 incidents</li> <li>Occupational injury rate (number of incidents/total workforce): 0.25%</li> </ol>	Percentage (%), Quantity	
5	Disclosure of product lifecycle management: the weight of discarded products and e-waste recovered, percentage recycled <sup>1</sup>	Quantitative	<ol style="list-style-type: none"> <li>Scrapped product recovery: The majority of the Company's products are B2B and not subject to product recovery</li> <li>Total weight of recovered e-waste and recycling rate: Most of the company's products are B2B. Only recycling of scraps is conducted; no recovery or reuse. The total weight of recycled e-waste from Taiwan and China plants is 17.2 metric tons</li> </ol>	Metric tons (t), Percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Please refer to <a href="#">Section 5.2 Responsible Supply Chain Management</a> of this report	N/A	
7	Total amount of monetary losses because of legal proceedings associated with anti-competitive behavior regulations	Quantitative	No violations of anti-competitive behavior regulations	Reporting currency	
8	Number of units produced by product category	Quantitative	<ol style="list-style-type: none"> <li>Energy saving product shipments: 29.9 million units</li> <li>Visual solution product shipments: 862,000 units</li> </ol>	Varies by product type	

1: Including the sale of tailing or other recycling, related description should be provided



## Climate-Related Information of TWSE/TPEX-Listed Companies

Item	Implementation																																				
1. Supervision and governance of climate-related risks and opportunities by the Board of Directors and management	<ul style="list-style-type: none"> <li>The <a href="#">ESG Committee</a> is led by the Chairman. A committee member and an executive representative—the CFO makes a report to the Board once each year. The report includes the implementation results of sustainability projects, climate change risk management framework and response strategies (TCFD), various environmental indicators, net-zero pathway, renewable energy strategies, and future sustainable development. In addition, the CFO also reports the implementation of GHG inventory to the Board on a quarterly basis.</li> <li>The head of the Integrated Business Service serves as the convener of the <a href="#">Environmental Protection Committee</a>, which together with its <a href="#">Sustainable Energy Committee</a> and <a href="#">EPC Promotion Team</a> is responsible for setting short-, medium- and long-term environmental goals and reinforcing strategy implementation.</li> <li>The head of the Integrated Business Service serves as the convener of the <a href="#">TCFD team</a>. The team identifies climate-related risks and opportunities every two years, and formulates response strategies and solutions based on the risk and opportunity identification results to reduce negative impacts and enhance organizational climate resilience.</li> </ul>																																				
2. How the identified climate-related risks and opportunities affect the Company's business, strategy, and finance (in the short, medium, and long-term)	<ul style="list-style-type: none"> <li>In 2023, we identified 6 transition risks, 1 physical risk, and 7 opportunities. We conduct a quantitative assessment for each risk and opportunity to assess potential impact types, potential impact intensity, and the possibility of occurrence, classify and rank the risks and opportunities according to the assessment results, and formulate response strategies accordingly to reduce negative impacts and enhance the organization's climate resilience, creating future business opportunities. For details, please refer to <a href="#">Section 4.1 Climate Change Management</a> of this Report.</li> <li>Short-term, medium-term, and long-term climate change risks and opportunities were identified through cross-departmental discussions.</li> <li>We have assessed the potential operational and financial impacts of significant climate-related risks and opportunities on the Company.</li> <li>We have performed scenario analysis and assessed science-based emissions reduction targets.</li> </ul> <table border="1" data-bbox="488 783 2072 1369"> <thead> <tr> <th data-bbox="488 783 801 831">Types of Risks and Opportunities</th> <th data-bbox="801 783 1326 831">Short-Term</th> <th data-bbox="1326 783 1765 831">Medium-Term</th> <th data-bbox="1765 783 2072 831">Long-Term</th> </tr> </thead> <tbody> <tr> <td data-bbox="488 831 645 1086" rowspan="4">Risks</td> <td data-bbox="645 831 801 1086" rowspan="4">Transition Risks</td> <td data-bbox="801 831 1326 911">Climate change, carbon taxes, carbon fees, and other relevant regulations</td> <td data-bbox="1326 831 1765 911">Innovative low-carbon technology or service transformation</td> <td data-bbox="1765 831 2072 911">-</td> </tr> <tr> <td data-bbox="801 911 1326 959">Renewable energy regulations</td> <td data-bbox="1326 911 1765 959">Total volume control/emission transaction</td> <td data-bbox="1765 911 2072 959">-</td> </tr> <tr> <td data-bbox="801 959 1326 1023">-</td> <td data-bbox="1326 959 1765 1023">Requirements for low-carbon products and services</td> <td data-bbox="1765 959 2072 1023">-</td> </tr> <tr> <td data-bbox="801 1023 1326 1086">-</td> <td data-bbox="1326 1023 1765 1086">Increase in the acquisition costs of raw materials</td> <td data-bbox="1765 1023 2072 1086">-</td> </tr> <tr> <td data-bbox="488 1086 645 1134">Physical Risks</td> <td data-bbox="645 1086 801 1134">-</td> <td data-bbox="1326 1086 1765 1134">-</td> <td data-bbox="1765 1086 2072 1134">Uncertainties of society/geopolitics</td> </tr> <tr> <td data-bbox="488 1134 645 1369" rowspan="4">Opportunities</td> <td data-bbox="645 1134 801 1369" rowspan="4">Opportunities</td> <td data-bbox="801 1134 1326 1182">Promote low-carbon green production</td> <td data-bbox="1326 1134 1765 1182">Improve corporate reputation</td> <td data-bbox="1765 1134 2072 1182">-</td> </tr> <tr> <td data-bbox="801 1182 1326 1230">Transportation and delivery procedures with better efficiency</td> <td data-bbox="1326 1182 1765 1230">Seek new business opportunities</td> <td data-bbox="1765 1182 2072 1230">-</td> </tr> <tr> <td data-bbox="801 1230 1326 1278">Use recycled materials/recycle and reuse</td> <td data-bbox="1326 1230 1765 1278">Use renewable energy/low-carbon energy</td> <td data-bbox="1765 1230 2072 1278">-</td> </tr> <tr> <td data-bbox="801 1278 1326 1369">Supply chain stability</td> <td data-bbox="1326 1278 1765 1369">-</td> <td data-bbox="1765 1278 2072 1369">-</td> </tr> </tbody> </table> <p data-bbox="488 1401 698 1425">(continued on the next page)</p>	Types of Risks and Opportunities	Short-Term	Medium-Term	Long-Term	Risks	Transition Risks	Climate change, carbon taxes, carbon fees, and other relevant regulations	Innovative low-carbon technology or service transformation	-	Renewable energy regulations	Total volume control/emission transaction	-	-	Requirements for low-carbon products and services	-	-	Increase in the acquisition costs of raw materials	-	Physical Risks	-	-	Uncertainties of society/geopolitics	Opportunities	Opportunities	Promote low-carbon green production	Improve corporate reputation	-	Transportation and delivery procedures with better efficiency	Seek new business opportunities	-	Use recycled materials/recycle and reuse	Use renewable energy/low-carbon energy	-	Supply chain stability	-	-
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Item	Implementation					
2. How the identified climate-related risks and opportunities affect the Company's business, strategy, and finance (in the short, medium, and long-term)	Transition Risks/Climate Opportunities					
	Risk (R)/ Opportunity (O)	Types of Risks and Opportunities	Potential Financial Impacts			Response Strategies
			Costs Expenditure	Capital Expenditure	Sales Revenue	
	Risk (R)	Climate change, carbon taxes, carbon fees, and other relevant regulations	Increase			<ul style="list-style-type: none"> <li>Based on a science-based reduction target approved by SBTi and formulate carbon reduction pathway and energy conservation and carbon reduction plans</li> <li>Promote net zero actions and energy conservation and carbon reduction plans to reduce GHG emissions step by step</li> <li>Continue to expand solar power generation equipment</li> <li>Purchase RECs and green power</li> </ul>
	Risk (R)	Renewable energy regulations	Increase	Increase		
	Risk (R)	Total volume control/emission transaction	Increase		Decrease	
	Opportunity (O)	Use renewable energy/low-carbon energy	Decrease	Increase		
	Risk (R)	Requirements for low-carbon products and services			Decrease	<ul style="list-style-type: none"> <li>Continue to R&amp;D in energy-saving design for products</li> <li>Carry out voluntary carbon footprint inventory of products and propose carbon reduction measures for carbon emission hot spots</li> <li>Introduce recycled materials and the volume and material reduction of products</li> <li>Prioritize the use of packaging materials that can be used repeatedly or can be easily recycled and classified</li> <li>Improve transportation efficiency and select transformation models with lower carbon emissions</li> </ul>
	Risk (R)	Innovative low-carbon technology or service transformation	Increase	Increase	Decrease	
	Opportunity (O)	Promote low-carbon green production	Decrease		Increase	
	Opportunity (O)	Use recycled materials/recycle and reuse	Decrease		Increase	
	Opportunity (O)	Transportation and delivery procedures with better efficiency	Decrease		Increase	<ul style="list-style-type: none"> <li>Implement sustainable management of the supply chain and maintain the stability of the supply chain through screening, assessment, audit and supplier grading</li> <li>Satisfy the customers' requirements for green product and exhibit green corporate prospects to improve corporate reputation</li> </ul>
	Opportunity (O)	Seek new business opportunities			Increase	
	Risk (R)	Increase in the acquisition costs of raw materials	Increase		Decrease	
	Opportunity (O)	Supply chain stability			Increase	
	Opportunity (O)	Improve corporate reputation			Increase	
	Physical Risks/Climate Opportunities					
	Risk (R)/ Opportunity (O)	Types of Risks and Opportunities	Potential Financial Impacts			Response Strategies
			Costs Expenditure	Capital Expenditure	Sales Revenue	
	Risk (R)	Uncertainties of society/geopolitics		Increase	Decrease	<ul style="list-style-type: none"> <li>Adopt material stocking, local procurement, dispersion of production locations, and other diverse production and marketing models to mitigate the impacts derived from risks and enhance the risk response resilience</li> </ul>



Item	Implementation
3. Financial impacts of extreme climate events and transitional actions	<p>After discussing with each unit, the Environmental Protection Committee set short-, medium- and long-term environmental sustainability goals and identified short-, medium- and long-term climate-related risks and opportunities. Finally, based on the identification results, the committee presented the potential impacts of climate change on the Company's operations and finance. For details, please refer to <a href="#">Section 4.1 Climate Change Management</a> of this Report.</p>
4. How climate-related risk identification, assessment, and management processes are integrated into the overall risk management system	<ul style="list-style-type: none"> <li>• We use the TCFD framework to identify the Company's climate risk identification process.</li> <li>• We plan counteractions based on climate-related risk identification and prioritization results.</li> <li>• We have included climate-related risk identification and assessment in the business risk management process.</li> </ul>
5. If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and major financial impacts used	<ul style="list-style-type: none"> <li>• Transition scenario: Committed to 2050 net-zero emissions.</li> <li>• Physical climate scenario: RCP2.6 emission scenario.</li> <li>• The Company conducted the scenario analysis assuming that the globe can implement carbon reduction actions under the Paris Agreement by 2050. The reference materials include the 6th IPCC Report, Coretronic's targets set based on the SBT principle, and the climate transition scenario analysis based on a scenario where the temperature rise is controlled at 1.5° C.</li> <li>• To achieve the SBT carbon reduction target of the Company—"50.4% absolute reduction in GHG (Scope 1 and 2) emissions and 30% absolute reduction in Scope 3 emissions by 2032 from the 2021 base year" and the <a href="#">net zero declaration by 2050</a>, the scope of consideration for the scenario analysis also includes 2032 and 2050. We considered all sales departments and conducted qualitative analysis for costs, sales revenue, and capital expenditure based on climate-related scenarios.</li> </ul>
6. If there is a transition plan for managing climate-related risks, describe the plan, and the metrics and targets used to identify and manage physical and transition risks	<ul style="list-style-type: none"> <li>• We have set climate change management metrics.</li> <li>• We conduct regular GHG emissions inventory according to ISO 14064-1.</li> <li>• We regularly review and manage energy performance according to ISO 50001.</li> <li>• The Company sets climate change management targets and regularly reviews their progress and actual performance</li> <li>• For details, please refer to <a href="#">Section 4.1 Climate Change Management</a> of this Report.</li> </ul>
7. If internal carbon pricing is used as a planning tool, describe the basis for setting the price	<ul style="list-style-type: none"> <li>• Based on the results of the risk scenario analysis of each plant, we transform possible carbon emissions into potential decarbonization costs to promote internal carbon pricing (internal carbon fees). We adjust the carbon price based on the accounting profit or loss every three years to reflect the decarbonization costs of the Company so as to improve the acknowledgment of internal departments regarding the effects of climate change on the Company's operations and, in turn, propose or commence a more active carbon reduction plan.</li> <li>• The internal carbon price from 2021 to 2026 was NT\$942/tonCO<sub>2</sub>e.</li> </ul>
8. If climate-related targets are set, explain the activities covered, the scope of GHG emissions, the planned schedule, and the progress each year. If carbon offset credits or renewable energy certificates (RECs) are used to achieve relevant targets, explain the source and number of the carbon credits offset or the quantity of RECs.	<ul style="list-style-type: none"> <li>• The Company has set absolute reduction targets for GHG emissions and intensity, electricity intensity, waste production intensity, water consumption, and renewable energy usage, and other climate-related environmental performance targets, and reviewed the status of target accomplishment annually and quarterly to lower environmental impact.</li> <li>• Since 2016, we have passed GHG inventory verification continuously. In 2020, we expanded the scope of GHG inventory to include Scope 3 emissions in accordance with ISO 14064-1:2018 and adopted carbon reduction measures based on inventory results.</li> <li>• The Company's plants in Taiwan, Coretronic Optotech (Suzhou), Coretronic Optics (Suzhou), and Coretronic Projection (Kunshan) have implemented the ISO 50001 EnMS and effectively lowered the absolute emissions of GHG with energy-efficient equipment replacement projects and various energy conservation measures.</li> <li>• The SBT carbon reduction target—"50.4% absolute reduction in GHG (Scope 1 and 2) emissions and 30% absolute reduction in Scope 3 emissions by 2032 from the 2021 base year" was approved by SBTi in April 2024. By installing solar power generation systems, improving process energy efficiency, increasing the use of renewable energy, upgrading energy-saving equipment, and producing low-carbon products, we progressively achieve the SBT carbon reduction and net-zero emission targets. The total installed capacity of the solar power generation systems of Zhunan Plant, Tainan Plant 1, and Tainan Plant 2 was 817.31 kilowatts, and the power generated in 2024 was 1.018 million kWh; together with the green power supply and renewable energy, we consumed a total of 1.117 million kWh of power.</li> <li>• The total installed capacity of the solar power generation systems of plants in China was 6,549 kilowatts, and the power generated in 2024 was 4.738 million kWh; the green power transaction certificate of 1 million kWh was added. The total renewable energy consumption and trading volume of plants in Taiwan and China was 6.855 million kWh, accounting for 15% of the annual power consumption, surpassing the short-term target. Headquarters completed the installation of the solar power generation system with an installed capacity of 98.4 kilowatts in December 2024. It is expected to generate 120,000 kWh each year. In the future, the renewable energy utilization rate target will be gradually achieved.</li> </ul>



Item	Implementation				
9. GHG inventory and assurance, reduction targets, strategies, and specific action plans					
1. The Company's GHG inventory and assurance in the most recent two years					
1.1 GHG inventory information (GHG emissions (tonCO <sub>2</sub> e), intensity (tonCO <sub>2</sub> e/NTD million), and data coverage in the most recent two years)					
	Region	Taiwan		China	
	Year	2023	2024	2023	2024
	Scope 1 (tons)	238.3	144.3	1,824.7	1,844.0
	Scope 2 (tons)	6,324.3	5,787.4	16,938.6	15,629.0
	Scope 3 (tons)	13,508.0	9,411.4	1,676,712.0	503,088.8
	Total (tons)	20,070.6	15,343.1	1,695,475.3	520,561.8
	GHG (Scope 1 and 2) emission intensity (tonCO <sub>2</sub> e/NTD million)	0.24	0.21	0.58	0.62
	GHG (Scope 1 - 3) emission intensity (tonCO <sub>2</sub> e/NTD million)	0.74	0.54	52.37	18.33
1.2 GHG assurance information (Assurance in the most recent two years and up to the publication date of the annual report)					
Coretronic's Taiwan and China plants, along with five subsidiary companies, conduct annual greenhouse gas inventories and third-party verification in accordance with ISO 14064-1 standards. The disclosed greenhouse gas emissions information accounts for 100% of the total emissions. The verified greenhouse gas data for the past two years are as follows:					
Item	Year	2023		2024	
	Plant	The Verifying Organization	The Verification Status	The Verifying Organization	The Verification Status
Scope 1	Taiwan	SGS Taiwan Ltd.	GHG emissions amount to 238.3 tonCO <sub>2</sub> e, representing 1.2% of the total emissions. It has been verified by a verifying organization following the ISO 14064-1:2018 standard, and the verification opinion is reasonable assurance.	SGS Taiwan Ltd.	The GHG emissions were 144.3 tonCO <sub>2</sub> e, accounting for 1.0% of the total emissions. Based on the assurance made by the assurance institution based on the standards of ISO 14064-1:2018, the assurance opinion was a reasonable guarantee.
	China	SGS-CSTC Standards Technical Services Co., Ltd.	GHG emissions amount to 1,824.7 tonCO <sub>2</sub> e, representing 0.1% of the total emissions. Assurance has been provided by an assurance institution following the ISO 14064-1:2018 standard, and their opinion is reasonably assured.	SGS-CSTC Standards Technical Services Co., Ltd.	The GHG emissions were 1,844.0 tonCO <sub>2</sub> e, accounting for 0.4% of the total emissions. Based on the assurance made by the assurance institution based on the standards of ISO 14064-1:2018, the assurance opinion was a reasonable guarantee.
Scope 2	Taiwan	SGS Taiwan Ltd.	GHG emissions amount to 6,324.3 tonCO <sub>2</sub> e, accounting for 31.5% of the total emissions. It has been verified by a verifying organization following the ISO 14064-1:2018 standard, and the verification opinion is reasonable assurance.	SGS Taiwan Ltd.	The GHG emissions were 5,787.4 tonCO <sub>2</sub> e, accounting for 37.7% of the total emissions. Based on the assurance made by the assurance institution based on the standards of ISO 14064-1:2018, the assurance opinion was a reasonable guarantee.
	China	SGS-CSTC Standards Technical Services Co., Ltd.	GHG emissions amount to 16,938.6 tonCO <sub>2</sub> e, representing 1.0% of the total emissions. Assurance has been provided by an assurance institution following the ISO 14064-1:2018 standard, and their opinion is reasonably assured.	SGS-CSTC Standards Technical Services Co., Ltd.	The GHG emissions were 15,629.0 tonCO <sub>2</sub> e, accounting for 3.0% of the total emissions. Based on the assurance made by the assurance institution based on the standards of ISO 14064-1:2018, the assurance opinion was a reasonable guarantee.
Scope 3	Taiwan	SGS Taiwan Ltd.	GHG emissions amount to 13,508.0 tonCO <sub>2</sub> e, representing 67.3% of the total emissions. It has been verified by a verifying organization following the ISO 14064-1:2018 standard, and the verification opinion is limited assurance.	SGS Taiwan Ltd.	The GHG emissions were 9,411.4 tonCO <sub>2</sub> e, accounting for 61.3% of the total emissions. Based on the assurance made by the assurance institution based on the standards of ISO 14064-1:2018, the assurance opinion was a limited guarantee.
	China	SGS-CSTC Standards Technical Services Co., Ltd. (SGS)	GHG emissions amount to 1,676,712.0 tonCO <sub>2</sub> e, accounting for 98.9% of the total emissions. Assurance has been provided by an assurance institution following the ISO 14064-1:2018 standard, and their opinion is reasonably assured.	SGS-CSTC Standards Technical Services Co., Ltd. (SGS)	The GHG emissions were 503,088.8 tonCO <sub>2</sub> e emissions. Based on the assurance made by the assurance institution based on the standards of ISO 14064-1:2018, the assurance opinion was a reasonable guarantee.
2. GHG reduction targets, strategies, and specific action plans(Base year and data for GHG reduction, reduction targets, strategies, and specific action plans, and the achievement of the reduction targets) According to Article 10, Paragraph 2 of the "Regulations Governing Information to be Published in Annual Reports of Public Companies", companies with capital less than NTD 5 billion shall complete inventory for their consolidated financial statements for 2026 by 2027 (with 2026 as the base year). However, this is not applicable since we have not completed inventory for the boundary of our consolidated financial statements.					



## TCFD Disclosure Index

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	Management's role in assessing and managing climate-related risks and opportunities.	2.2 Sustainable Governance 4.1 Climate Change Management Appendix—Climate-Related Information of TWSE/TPEX-Listed Companies	29 57 163
Strategy	The climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	4.1 Climate Change Management Appendix—Climate-Related Information of TWSE/TPEX-Listed Companies	58 ~ 59 163 ~ 164
	The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	4.1 Climate Change Management Appendix—Climate-Related Information of TWSE/TPEX-Listed Companies	58 ~ 59 163 ~ 164
	The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	4.1 Climate Change Management Appendix—Climate-Related Information of TWSE/TPEX-Listed Companies	57 165
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